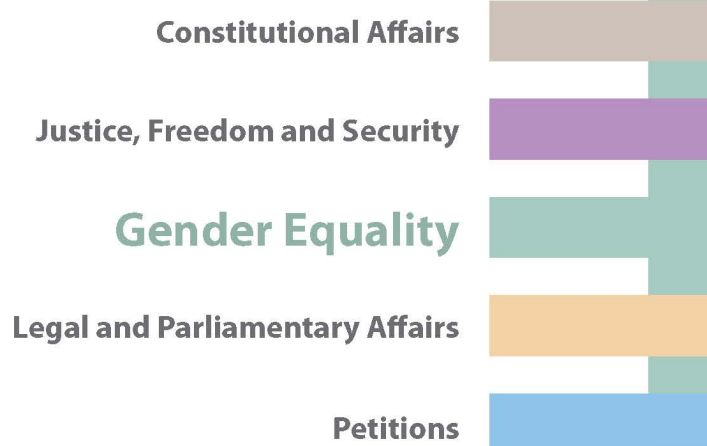


DIRECTORATE-GENERAL FOR INTERNAL POLICIES

POLICY DEPARTMENT **C**
CITIZENS' RIGHTS AND CONSTITUTIONAL AFFAIRS



**Evaluation of the Strategy for
Equality between women and men
2010-2015 as a contribution
to achieve the goals of the
Beijing Platform for Action**

STUDY FOR THE FEMM COMMITTEE





DIRECTORATE GENERAL FOR INTERNATIONAL POLICIES

POLICY DEPARTMENT C: CITIZENS' RIGHTS AND
CONSTITUTIONAL AFFAIRS

WOMEN'S RIGHTS & GENDER EQUALITY

Evaluation of the Strategy for Equality between women and men 2010-2015 as a contribution to achieve the goals of the Beijing Platform for Action

STUDY

Abstract

Upon request of the FEMM committee, the study evaluates the Strategy for Equality between women and men 2010-2015 as a contribution towards achieving Beijing Platform for Action goals and provides indications on the future post-2015 multiannual policy framework. The study assesses the extent to which the Strategy was appropriate and comprehensive enough to contribute to the BPfA implementation and, more in general, to gender equality at the European and international level, and whether the planned objectives have been effectively met. It also provides practical and specific recommendations on possible improvements for the future Strategy.

DOCUMENT REQUESTED BY THE
COMMITTEE ON WOMEN'S RIGHTS AND GENDER EQUALITY

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LIST OF ABBREVIATIONS

BPfA	Beijing Platform for Action
CEDAW	Convention on the Elimination of All forms of Discrimination against Women
COCOF	Coordination Committee of the Funds, ESF and ERDF
COM	Communication
CSW	Commission on the Status of Women
DG	Directorate-General
DG EMPL	Directorate-General for Employment, Social Affairs and Inclusion
DG JUST	Directorate-General for Justice
EARDF	European Agricultural Fund for Rural Development
EASI	EU Programme for Employment and Social Innovation
EC	European Community
EEA	European Economic Area
EEAS	European External Action Service
EIGE	European Institute for Gender Equality
EMFF	European Maritime and Fisheries Fund
EMP	Employment and Social Affairs
ENPI	European Neighbourhood and Partnership Instrument
EP	European Parliament
ERDF	European Regional Development Fund
ESF	European Social Development Fund
ESDP	European Spatial Development Perspective
ET	European Training

EU	European Union
EU MS	European Union Member States
FEMAGE	Needs of female immigrants and their integration in ageing societies
FEMCIT	Notions and Practices of gendered citizenship
FEMM	European Parliament Committee Women's Rights and Gender Equality
FRA	European Union Agency for Fundamental Rights
GB	Gender Budgeting
GE	Gender Equality Index
GENDERACE	Gender equality and women's rights – in relation to combating discrimination
GIA	Gender Impact Assessment
GM	Gender Mainstreaming
IA(s)	Impact assessment(s)
ICT	Information and Communication Technology
INI	Initiative
ISG	Inter-service Group on equality between women and men
ISCED	International Standard Classification of Education
MS(s)	Member State(s)
NGOs	Non Government Organizations
OMC	Open Method of Coordination
OSH	Occupational Safety and Health
PFA	Platform for Action
PKOs	UN peacekeeping operations

REGI Regional Development

SEC European Union Documents which cannot be classified in any of the other series

SWD Commission staff working document

UNFCCC United Nations Framework Convention on Climate Change

UNSCR UN Security Council resolution

TEU Treaty on European Union

TFEU Treaty on the Functioning of the European Union

VET Vocational Education and Training

VAW Violence against women

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EXECUTIVE SUMMARY

Aim and contents of the study

The aim of the study is to support the work of the FEMM committee in evaluating the Strategy for Equality between women and men 2010-2015 as a contribution towards achieving the BPfA goals and to provide indications on the future post-2015 multiannual policy framework. To this end, the study:

- presents and discusses the EU multiannual policy frameworks for equality between women and men and the 2010-2015 Strategy with specific regard to the BPfA and its relations with the Strategy and other international engagements in the field of gender equality (Part 1);
- assesses the extent to which (i) the Strategy was appropriate and comprehensive enough to ensure its contribution to the BPfA and, more in general, to gender equality at European and international level; (ii) the planned objectives have been effectively and efficiently met; (iii) the monitoring evaluations and reporting tools proved effective (Part 2);
- provides practical and specific recommendations on possible improvements for the future Strategy, and in particular on the key enabling factors to be considered in order to ensure that the assumptions hold true in practice (Part 3).

The evaluation is based on different types of evidence from various different sources: primary and secondary information and data (drawn from existing studies and documents and some interviews), and a multi-methodological approach including a range of disciplines, from policy analysis to evaluation analysis.

Main findings

The EU Strategy for equality between women and men for the period 2010-2015 is a comprehensive policy framework committing the Commission to integrate gender equality into all its policies.

The adoption of the dual approach and the identification of priority areas of intervention are the main strengths of the Strategy.

The Strategy focuses on five priority areas: equal economic independence; equal pay; equality in decision-making; dignity, integrity and ending gender-based violence; gender equality in external actions; and horizontal issues. The Strategy also calls on MSs to support the implementation of the gender equality dimension in the Europe 2020 Strategy, following the dual approach of gender mainstreaming and specific measures¹.

The Strategy internal coherence

- the priorities and actions implemented by the Strategy address issues that are relevant in the European context. However the Strategy's ability to produce important and visible improvements in these issues is limited by the lack of specific targets and clear financial resources for each of the Strategy priorities, and, in some cases, by a limited focus on legislative measures accompanied by appropriate sanctions, where necessary. Furthermore, all too often

¹ SEC(2010) 1079 final (<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=SEC:2010:1079:FIN:EN:PDF>).

actions are generically identified (e.g. promote gender equality in education and training, explore options to improve the transparency of pay, etc), failing to identify specific outputs or results to be achieved, timing and responsibilities.

- The main issues considered are however still very closely related to those already recognized as significant from the gender perspective in the public debate. New challenges interlinked with socio-demographic changes and the economic crisis are not fully considered. In addition the gender mainstreaming approach is still far from being achieved in policy domains, like environmental policies, transportation and competition policies, development policies, macroeconomic policies, and media and communication policies, which may affect women and men differently, as shown by recent developments in socio-economic research.
- The interplay between the strategy objectives is greater among the first two priorities (equal economic independence and equal pay for equal work and work of equal value). The two priorities are also closely linked to the last strategy priority (gender equality in external action) which extends objectives/actions pursued/implemented in this field beyond the EU borders to candidate countries and other third countries, including the developing countries. Even though these two priorities do not include strong direct links to gender equality in decision-making and dignity, integrity and fight against gender-based violence, they are complementary.

The Strategy's external coherence with other policies

- The key actions envisaged for each priority area are closely linked to the strategic objectives of the BPfA, especially with regard to the objectives in the fields of women economic empowerment, education and training, fighting gender-based violence, women in decision-making and institutional mechanisms for the advancement of women. However, the two documents are not fully aligned. Indeed, other BPfA areas are less (or not at all) covered by the EU Strategy: women and armed conflict (E), human rights of women (I), women and the media (J), women and the environment (K), and the girl child (L).
- The Strategy has not sufficiently complemented the GM approach having interacted mainly with EU employment and social policies and not with all the other policy fields.
- Gender-sensitivity, on the other hand, is largely absent from the EU 2020 Strategy, which does not have an explicit gender equality pillar and pays little attention to gender equality in the flagship initiatives. Greater attention to gender equality issues is to be found in the EU structural funds: in the 2007-2013 programming period, around 3.2 billion euro from the structural funds were dedicated to investing in childcare facilities and promoting women's participation in the labour market, with positive results. The new 2014-2020 structural and investment funds are also meant to finance initiatives to promote gender equality within social and economic sustainable development policies, albeit with less emphasis than in the past.

The Strategy implementation and results

- The Strategy has achieved many of the set outputs comprising awareness-raising actions, websites and informative factsheets, studies and Commission reports, and other specific actions (such as training courses, production of toolkits, etc.). Among the important achievements are also the drafting of indicators and the development of data gathering tools (like the 2013 FRA survey on violence against

women) as well as the exchange of practices for institutional learning. However, gender equality is far to be achieved in several policy fields and gender gaps are still significant in many MSs.

- Several legislative measures have also been promoted in the framework of the Strategy. However, the legislative iter in some cases is still in progress.
- The main shortcomings lie in the lack of precise targets and effective monitoring and evaluation of progress achieved in the actions implemented, beyond the description of outputs produced in the Annual Reports on the Strategy.
- Furthermore, as stated above, gender mainstreaming is still limited, especially in those policy fields that are not seen as directly related to women and gender equality. In particular, the Strategy is not effectively linked to the EU 2020 strategy and does not address policy fields that are important for gender equality.
- Institutional capacity appears weak, especially in relation to gender mainstreaming in those policy fields that do not directly involve women, but which may have significant effects on gender equality. One of the main bottlenecks is the lack of resources for effective implementation of the Strategy. In addition, the Gender Equality Unit is placed within one of the EC DGs, with the consequence that its influence and power to interact on the same level with the other DGs is reduced.

The Strategy monitoring and evaluation system

- No specific monitoring system of the results achieved through the Strategy is in place. However, an inter-service group is responsible for monitoring and reporting the Commission's gender equality activities through the drafting of the Commission's Annual Reports on Equality between women and men. These Reports provide an overview of progress made with regard to the Strategy's five priority areas.
- In addition to the annual Reports, the European Commission's Strategy for equality between women and men 2010-15 was reviewed in 2013 with a Mid-term review which complements the annual reports by providing information about the contribution of each Commission service and the European External Action Service (EEAS) to implementation of the Strategy.
- However, no fully fledged evaluation of the Strategy - allowing not only to provide a judgment of whether the planned initiatives have been launched or carried out by the Commission, but most importantly on whether actual results and effects have been achieved and whether concrete progress for gender equality has been reached across the EU and in the Member States through the Strategy - has so far been carried out.

Recommendations for the new Strategy

In order to improve its relevance to gender equality needs, the new Strategy should:

- Address policy domains which are important for gender equality both within and beyond employment and social inclusion such as: mobility, environment and energy issues, territorial development and industrial policies, fiscal policies. Other issues with important gender equality implications include the challenges posed by demographic change and ageing, immigration and related cultural issues, as well as

the role of women in the media in tackling gender stereotypes and discrimination, and access to social protection and social security.

- Support with adequate financing the development of gender relevant data, indicators and research in all policy fields.
- Address men as well as women and population groups facing multiple forms of economic and social exclusion (such as immigrants, ethnic minorities, individuals with low educational attainment, the elderly and the disabled, single parents and women living alone).
- Enhance the salience of gender equality in the public debate in order to increase attention and awareness of the importance of a gender perspective in all policy fields, and indeed to keep gender equality among the policy priorities. This is particularly true in the case of gender policies which are in real need of firm support in the form of cultural changes and public concern if they are to be implemented.

To improve the Strategy's effectiveness:

- The Strategy should take the form of an Action Plan with clearly defined general and specific objectives, actions and targets, based on in-depth analysis of needs and a well-developed coordination and monitoring mechanism, responsibilities, timing, evaluation tools and financial resources earmarked for implementation.
- The Strategy should be more EU wide and should more closely link to the EU policy framework for equality and other international engagements such as the BPfA.
- The Strategy should involve more actively the MSs in order to produce real changes on current gender inequalities.
- The EU institutions should:
 - Mobilise women's organisations and all the other relevant stakeholders and institutions in supporting gender equality strategies.
 - Confirm their commitment to mainstreaming Gender Equality in the policy fields of their competence, making adoption of the GM tools (Gender Impact Assessment and Gender Budgeting) mandatory in the policy-making and budgetary processes and contributing, according to their competences, to incorporating targets relating to key aspects of the Gender Equality Index (GEI) into their policy areas, while monitoring EU progress against the GEI and the datasets which underpin it. In their EU 2020 Action Plans the DGs should also make clear what their GE targets are and how they intend to achieve them, as well as explaining why new objectives proposed are relevant in a GE perspective.
 - Build in-house capacity on gender equality issues by integrating a gender perspective in all EU training programmes. Specific training in the use of GE tools like GIA and GB should be provided as well as continuous monitoring on progress in GM in EU institutions and policies. In addition, all the EU institutions should make sure that job descriptions and performance assessments explicitly involve gender competence, especially when hiring staff members for policy, research and operational positions.
 - Improve cooperation with EIGE and other EU agencies to enhance the quantity and quality of sex-disaggregated data and further support research on gender-relevant issues, including women's and men's perceptions of their role

in society, as well as their perceptions of working conditions and factors that limit opportunities in the labour market in the EU-28 Member States.

- The EP should increase its role in working with the EC in defining specific priorities for intervention and specific actions. It could suggest that the next Strategy of Equality be more interconnected with - or even become part of - the EU2020, to make it more anchored on the EU general strategy with all the monitoring and evaluation mechanisms in place. This would allow for stronger commitment by all the DGs and provide the MSs with country-specific recommendations. Furthermore, the EP could ask that the GE strategy and its mainstreaming be part of the EU semester and recommend capacity building and greater investments (budget and human resources) in European and MS gender equality bodies. Furthermore, the European Parliament should monitor and evaluate more closely the correct implementation of EU legislation in the field of gender equality.
- To improve effectiveness in supporting GM and the monitoring and evaluation of progress in policy implementation, Gender Equality Units should be established within all the EC DGs coordinated by a specific GE Directorate or by a horizontal body under the EC President (moving away from the current inter-service model). In addition, the Commission's Annual Reports on Progress on Equality between Women and Men should become result-oriented and allow for progress tracking as well as annual comparison.

INTRODUCTION AND METHODOLOGICAL APPROACH

The aim of this study is to support the work of the FEMM committee in the evaluation of the Strategy for Equality between women and men 2010-2015 as a contribution towards achieving the goals of the BPfA and to providing indications on the future post-2015 multiannual policy framework. To this end, the study:

- presents and discusses the EU multiannual policy frameworks for equality between women and men and the 2010-2015 Strategy with specific regard to the BPfA and its relations with the Strategy and other international engagements in the field of gender equality (Part 1);
- assesses the extent to which (i) the Strategy was appropriate and comprehensive enough to ensure its contribution to the BPfA and, more in general, to gender equality at European and international level; (ii) the key results have been effectively and efficiently met; (iii) the monitoring, evaluations and reporting tools were effective (Part 2);
- provides practical and specific recommendations on possible improvements for the future strategy, and in particular on the key enabling factors to be considered in order to ensure that the assumptions hold true in practice (Part 3).

The evaluation was based on the use of triangulation, to allow for the synthesis of different types of evidence and different sources: secondary information and data (drawn from existing studies and documents), primary information and data (acquired, through interviews²) and a multi-methodological approach including different disciplines, from policy analysis to evaluation analysis.

In particular, a desk research literature and documentation review was carried out in Part 1 in order to describe the evolution of the EU policy framework on gender equality in relation to the international framework, the EU Treaties, and EU legislation and policies.

In Part 2, in order to assess whether the Strategy was appropriate and comprehensive (the first evaluation question), analysis was carried out on the internal and external coherence of the Strategy with the EU policy framework as identified in Part 1.

The issue of internal synergy implies that at least three constituent elements are analysed: (1) the interdependence of the Strategy Priorities, i.e. how priorities are related to one another; (2) the internal coherence, i.e. the extent to which the priorities and the related actions are relevant as regards the Strategy objectives; (3) the extent to which priorities and related actions are mutually supportive in achieving the objectives.

The assessment of the Strategy's external synergy with respect to BPfA Areas of concern and key Community policies and objectives on gender equality was based on the elaboration of a "matrix of interactions" between the strategy objectives, the objectives reflected in the BPfA Areas of concern and the main EU policy and legislative documents on gender equality. This allowed us to evaluate whether the Strategy and its priorities are related to the BPfA objectives (and the EU's other international commitments in the area of gender equality) and are structured in a legitimate, appropriate and reasonable way in relation to the legal and institutional setting of the European Union.

As for the second evaluation question - whether the Strategy was applied in full and delivered the envisaged results - the analysis of the actual implementation of the Strategy

² Due to the very tight schedule only the EIGE Director was interviewed on September 30, 2014.

served to ascertain whether the outputs/results contributed to achievement of the main objectives set by the International and EU policy and legal framework on gender equality in an appropriate way; it also considered whether actions and initiatives had been effectively launched, implemented and put in place and whether their objectives were reached.

As for the third evaluation question – on the effectiveness of the monitoring, evaluation and reporting tools - analysis was made of the monitoring and evaluation system and of the institutional/inter-institutional mechanisms that are at present in use.

Going on from the analysis undertaken in the previous steps, Part 3 presents the main findings and recommendations to improve the effectiveness of the Strategy in the future.

1. THE EU MULTIANNUAL POLICY FRAMEWORKS FOR EQUALITY BETWEEN WOMEN AND MEN AND THE 2010 - 2015 STRATEGY

This section describes the background for evaluation with the focus on:

- ✓ the EU multiannual policy frameworks for equality between women and men, with specific focus on the 2010-2015 Strategy: its contents, objectives and actions;
- ✓ BPfA, international engagements, EU treaties, EU legislation and policies.

1.1. EU action in the field of Gender Equality and the development of multiannual policy frameworks for equality between women and men

1.1.1 The EU commitment towards gender equality

Gender Equality is considered a fundamental right in Europe and is increasingly recognised as a key factor in achieving the EU objectives of growth, employment and social inclusion.

As early as 1957 the Treaty of Rome had enshrined the right to equal pay between women and men. Since then, the right to equality between women and men has seen new developments. Over the years, 30 European Directives have been adopted in the field of equal treatment between women and men. For example, European legislation in the employment field today covers the right to equal treatment for women and men in the areas of work³, pay and social security and for access to goods and services. Furthermore, it provides special protection to pregnant women and those who have recently given birth, and it calls for the establishment of common standards for women who are self-employed and helping spouses.

The EU commitment in promoting gender equality throughout Europe has changed over the years. Since the initial narrow approach of equal treatment in employment, the European Union has acquainted and used greater legislative capacity in other areas of gender equality. While the Treaty of Maastricht (1993) marks a turning point, introducing new procedures and practices in the field of gender equality⁴, the Treaty of Amsterdam (1997) placed equality between women and men among the explicit tasks of the European Community by reinforcing and formalising the introduction of gender equality among the principles of the Treaty: Article 2 TEU listing the tasks facing the Commission was modified to include the promotion of equality between men and women, while Article 3 TEU was modified to include a new paragraph introducing the principle of gender mainstreaming, stating: "In all the other activities referred to in this Article, the Community shall aim to eliminate inequalities, and to promote equality, between men and women." With the entry into force of the new Lisbon Treaty amending the Treaty of the European Union (2009), equality between women and men has been upgraded to the status of "fundamental value" (Art.2 TEU) and objective (Art.3 TEU) of the EU.

³ On the issue of Equality of treatment at work, several directives are mentioned in chapter 2.

⁴ Proposals based on Article 137 EC Treaty (improvement of the working environment, working conditions, equality between women and men with regard to labour market conditions and treatment at work) and Article 141 EC Treaty (equal pay and equal treatment) now came under the co-decision procedure. As the name indicates, the European Parliament and the Council decide on equal terms.

The Treaty was not an isolated achievement. A year before, the European Commission had already committed itself to "promote equality between women and men in all its activities and policies at all levels", effectively specifying the gender mainstreaming principle in the Communication "Incorporating equal opportunities for women and men into all Community policies and activities" (COM(96) 67 final), where it is pointed out that gender mainstreaming involves not only taking steps to promote equality with specific measures in support of women, but also mobilizing all general policies and measures specifically for the purpose of achieving equality by actively and openly taking into account at the planning stage their possible effects on the respective situation of men and women (gender perspective). This means systematically examining measures and policies and taking into account such possible effects when defining and implementing them.

The adoption of the gender mainstreaming approach marks an important change from the previous Community action on equal opportunities for women and men⁵, which was mainly based on compartmentalised activities and programmes funded under different specific budgetary headings. Over the last few years in particular, however, many experts have pointed out that re-active intervention (specific measures, such as policies tackling gender gaps, reconciliation policies, etc) should be further developed and that, especially in some European countries, the gender mainstreaming approach has resulted in a sort of "gender blindness" according to the EU definition⁶.

1.1.2 The development of multiannual policy frameworks for equality between women and men with specific focus on the 2010-2015 Strategy for equality between women and men

In 2010 the European Commission strengthened its commitment to promoting gender equality, presenting the Women's Charter with its five priority areas⁷. The Charter shows the commitment of the Commission to making gender equality a reality in the EU with the guarantee that a strong gender dimension is embedded in the recently adopted Europe 2020 strategy⁸.

In 2011, five years after the adoption of the first European Pact for Gender Equality, the European Council concluded a new European Pact for Gender Equality (2011-2020) related to the new 5-year-strategy for equality between men and women, with the aim to

⁵ Subsequent to the Beijing Conference, mainstreaming strategies started seriously to influence international organisations within the UN family and elsewhere, including the European Community. It was in fact the EU that drove the issue of mainstreaming at Beijing. In this case the inspiration clearly came from certain Member States, and notably Sweden, which had a few years before launched its own very ambitious gender mainstreaming strategy. It is worth noting that the European Commission participated in the Beijing Conference with a delegation of its own. The idea of mainstreaming was not new to the Commission. Mainstreaming had already found mention in the Third Action Programme on equal opportunities between women and men (1991-1995), but the time was not yet ripe for elaboration and follow-up. The Medium-term Community Action Programme on equal opportunities for women and men (1996-2000) was adopted only some months after the Beijing Conference. In the Council decision of 22 December 1995 which established the programme, mainstreaming is defined as its guiding principle. Developing and trying out mainstreaming models is the first, and indeed key objective of the programme. However, the Commission Communication launching the 4th Action Programme was still lacking in detailed discussion of mainstreaming. Notably, the Treaty of Amsterdam served to legitimate and promote gender mainstreaming as a core element of the Employment Guidelines; in adoption of the new and equality-friendly Regulations of the Structural Funds (2000-2006); in the Women and Science programme under the Fifth Framework Programme, the strengthening of equal opportunities provisions in the fields of education and training, and in development co-operation policy. The gender mainstreaming approach is backed by legislation (the "equal opportunities acquis") and positive action in favour of women (or the "under-represented sex"), such as the successive action programmes to promote equality between women and men.

⁶ Toolkit on Mainstreaming Gender Equality in EC Development Cooperation. Section 3: Glossary of gender and development terms. European Communities, 2004.

⁷ COM (2010) 78 final (<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0078:FIN:EN:PDF>).

⁸ <http://ec.europa.eu/eu2020/pdf/COMPLET%20EN%20BARROSO%20%20%20007%20-%20Europe%2020%20-%20EN%20version.pdf>.

reaffirm and support the close link between the Strategy and "Europe 2020, the European Union's Strategy for jobs and smart, sustainable and inclusive growth"⁹. Through the Pact, the Council urges the MSs and the Union to adopt measures to close gender gaps and combat gender segregation in the labour market, as well as measures to promote better work-life balance for women and men and measures to tackle all forms of violence against women, while reaffirming its commitment to reinforcing governance through gender mainstreaming by integrating the gender perspective into all policy areas including external EU actions¹⁰.

On the basis of the Women's Charter, a new 5-year Strategy for equality between women and men for the period 2010-2015 was adopted in 2010¹¹. The new Strategy builds on the experience of the Roadmap for equality between women and men (2006-2010). It is a comprehensive framework committing the Commission to integrate gender equality into all its policies.

⁹ The first European Pact for Gender Equality was adopted by the European Council in 2006. The Pact emphasized the importance of utilizing women's untapped potential in the labour market, also by promoting women's empowerment in economic and political life, and of the need to close gender gaps, combat gender stereotypes and promote better work/life balance for women and men. A revision of the Pact was prepared under the Hungarian Presidency in the first half of 2011 to provide fresh impetus and to reaffirm and support the close link between the Pact and Europe 2020, the EU's key policy document for jobs and smart, sustainable and inclusive growth, and the European Commission's 'Strategy for Equality between Women and Men 2010-2015'. The draft Council Conclusions on the renewed European Pact for Gender Equality 2011-2020 were adopted by the EPSCO Council in March 2011.

http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/119628.pdf

¹⁰ Council conclusions on the European Pact for gender equality for the period 2011–2020, http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/119628.pdf.

¹¹ COM(2010) 491 final (<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0491:FIN:EN:PDF>).

Box 1 – Strategy for equality between women and men 2010-2015

Equal economic independence

Under this Priority, the Commission has defined initiatives to:

- promote equality as part of the Europe 2020 strategy and through EU funding;
- promote female entrepreneurship and self-employment;
- assess workers' rights with regard to leave for family reasons;
- assess Member States' performance with regard to childcare facilities;
- support gender equality in matters of immigration and the integration of migrants.

Equal pay

Under this Priority, the Commission has defined initiatives to:

- explore possible ways to improve the transparency of pay with social partners;
- support equal pay initiatives in the workplace such as equality labels, 'charters' and awards;
- institute a European Equal Pay Day;
- seek to encourage women to enter non-traditional professions, for example in the 'green' and innovative sectors.

Equality in decision-making

Under this Priority, the Commission has defined initiatives to:

- propose targeted initiatives to improve the situation;
- monitor progress in achieving the 25% target for women in top-level decision-making positions in research;
- promote increase in the number of women in the committees and expert groups established by the Commission, with the aim of achieving at least 40% female membership;
- promote greater participation of women in European Parliament elections.

Dignity, integrity and an end to gender-based violence

Under this Priority, the Commission has defined initiatives to:

- propose an EU-wide strategy on combating violence;
- ensure that EU asylum legislation takes gender equality considerations into account;
- monitor gender issues in the field of health.

Gender equality in external actions

Under this Priority, the Commission has defined initiatives to:

- identify progress in equal treatment between women and men in the candidate and potential candidate countries for accession to the EU;
- implement the EU Plan of Action on Gender Equality and Women's Empowerment in Development (2010-2015);
- conduct regular dialogue and exchange of experience with the European Neighbourhood Policy partner countries;
- integrate equal treatment considerations into humanitarian aid operations.

Among the Priorities, the Commission is committed to advancing equal treatment between women and men through horizontal issues, paying particular attention to:

- the role of men in gender equality;
- disseminating good practices in redefining gender roles in youth, education, culture and sport;
- correct implementation of European legislation, particularly [Directive 2004/113/EC](#) on equal treatment in the access to and supply of goods and services and [Directive 2006/54/EC](#) on equal opportunities;
- gender equality governance and tools, particularly by drafting an annual report on gender equality as a contribution to a yearly top-level Gender Equality Dialogue involving the European Parliament, the Commission, Member States and key stakeholders.

The Strategy highlights the contribution of gender equality to economic growth and sustainable development, and supports implementation of the gender equality dimension in the Europe 2020 Strategy, following the dual approach of gender mainstreaming and specific measures¹².

While this chapter presents the BPfA Priority areas of concern and the corresponding EU actions, chapter 2 addresses the main policies and legislative measures undertaken by the EU and assesses them in relation to their coherence with the Strategy for Equality. Additional information is provided in Annex 2.

1.2. The Beijing Platform for Action (BPfA), international engagements and EU legislative and policy actions

The Fourth World Conference on Women, held in Beijing in 1995, represented a turning point in the development of gender equality opportunities, not only by virtue of the launch of the gender mainstreaming concept, but also thanks to the elaboration of a worldwide strategy for gender equality encompassed within the Beijing Declaration and Platform for Action (The Platform, BPfA).

The general objective of the Conference was to eliminate all forms of discrimination against women; it achieved the aim of declaring the full implementation of the human rights of women and girls as an inalienable, integral and indivisible part of all human rights and fundamental freedoms.

Several issues found prominence in the Conference discussions and keywords: "gender point of view", "empowerment," "mainstreaming", have now entered into the public debate. Each year, representatives of the Member States meet at the United Nations in New York to evaluate the results obtained, define future objectives and policies to be implemented and promote gender equality and respect for women's human rights throughout the world.

Implementation of the BPfA calls for commitment on the part of the Governments, as well as the international community. The Platform establishes 12 Critical or High Priority Areas of Concern that need to be addressed in order to achieve political, social, economic, cultural, and environmental security among all people. These Areas are: (A) women and poverty, (B) education and training of women, (C) women and health, (D) violence against women, (E) women and armed conflict, (F) women and the economy, (G) women in power and decision-making, (H) institutional mechanisms for the advancement of women, (I) human rights of women, (J) women and the media, (K) women and the environment and (L) the girl child. These high priority areas are interrelated and require the attention of all the actors.

For each Area of Concern, the problem is diagnosed and strategic objectives and concrete actions are proposed for Governments and other relevant actors. The following sections describe the main issues considered in each area, while the full list of BPfA strategic objectives and actions is presented in Annex 1.

Each section follows a similar structure: brief description of the area of concern, both in the international and in the European context; international (notably CEDAW) and

¹² SEC(2010) 1079 final (<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=SEC:2010:1079:FIN:EN:PDF>) .

European references to the recognition of the area importance and/or to policy actions; BPfA strategic objectives; development of corresponding indicators within the EU.

1.2.1 Women and Poverty (A)

Women and poverty is an issue of particular relevance, women being more prone to various different types of poverty than men. According to Women Watch¹³ more than 1 billion persons in the world today, the vast majority of whom are women, live in unacceptable conditions of poverty, mostly in the developing countries.

Although in different terms, poverty is also an issue for women in European countries. The concept of poverty should be conceived as a multidimensional concept that cannot be measured simply in terms of resources or according to a monetary poverty line. It is also important to focus on the numerous ways in which, due to particular economic and social processes, women may find themselves deprived of resources essential for their well-being. Women are more likely than men to suffer poverty because they are victims of various kinds of inequality: unequal access to education, health, means of production, property, and political decision-making. In particular, women appear to be much more at risk of poverty than men, even when gender differences in human capital (education and experience) are taken into account. Women are less likely to secure a decent individual income through employment and show lower employment rates than men in all the Member States, the gap being particularly pronounced in some countries; when employed, their average earnings are lower due to structural inequalities such as their larger share in part-time employment, unequal division of household work, segregation into lower paid and lesser valued positions, bias in evaluation and pay systems, and the gender pay gap¹⁴.

Poverty hits hard in particular women in vulnerable situations such as elderly single women, lone mothers, women with disabilities and women with immigrant and ethnic minority backgrounds. The disadvantaged position of women in the labour market increases the risk of being exposed to poverty.

The principle of non-discrimination of women in the economic, social, cultural, civil or any other field is the basis of the "Convention on the Elimination of All forms of Discrimination against Women" (CEDAW)¹⁵, and represents a strong commitment to improving the condition of women, starting with access to the major resources serving to reduce the risk of poverty, in particular seeking to eliminate discrimination against women in the field of employment (article 11), eliminate discrimination against women in other areas of economic and social life (article 13), take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy (article 14.1).

The EU does not have competence per se to legislate in matters relating to social wellbeing other than through employment related issues and most social policies remain within the competence of Member States. However, the European institutions can make quite substantial policy contributions to relieving the risk of poverty across the EU. Article 9 TFEU provides for a horizontal social clause and Article 3(3) TEU calls for 'combating social exclusion [...] and the promotion of social justice and protection'. Article 160 TFEU refers to the Social Protection Committee's role 'to modernise and improve social protection

¹³ The UN Directory of Resources on Gender and Women's issues.

¹⁴ Corsi M., C. Crepaldi and M. Samek Lodovici (2010). «Facing gender inequality: A close look at the European Strategy for Social Protection and Social Inclusion and its Gender Equality Challenges after 2010». Working Paper DULBEA, Research Series, N°10-04.RS, March.

¹⁵ Convention on the Elimination of all forms of Discrimination against Women (CEDAW), 1979.

systems'. Currently, social policies are addressed through the inter-governmental Open Method of Coordination (OMC) established in 2000 and strengthened in 2006. The OMC for social protection and social inclusion addresses issues of poverty and social inclusion such as pensions, which are of great concern for women. In publishing in 2008 a Manual for Gender Mainstreaming Social Inclusion and Social Protection Policies, the Commission sought to assist Member States with a step-by-step practical guide to mainstreaming gender in employment, social inclusion and protection policies¹⁶. It includes reference to the needs of specific disadvantaged groups of women, including women from ethnic minorities and Roma women.

In 2005 the European Parliament adopted a Resolution on women and poverty in the European Union; this is the only political resolution that specifically addresses women's poverty and social exclusion in the EU.

In 2007, the Council of Europe Parliamentary Assembly adopted Resolution 1558 on the feminisation of poverty, stating that "women have a higher incidence of poverty than men, that their poverty is more severe than that of men and that poverty among women is on the increase. Preventing and reducing women's poverty, if not eradicating it, is an important part of the fundamental principle of social solidarity to which the world is committed."

As for policy actions, the European platform against poverty and social exclusion (as one of seven flagship initiatives of the Europe 2020 strategy for smart, sustainable and inclusive growth) was launched in 2010 and will remain active until 2020. The European Commission Communication on the Platform (COM(2010) 758 final) explicitly recognizes that "the gender divide is clearly visible and women are generally more at risk than men".

In 2011 the European Parliament drafted a specific Report on the state of female poverty in the European Union (2010/2162(INI)), pointing out that preventing and reducing women's poverty is an important component of the fundamental principle of social solidarity to which the European Union is committed, as provided in Article 3 of the Treaty on European Union, implying equality between women and men, social justice and protection, and fighting social exclusion and discrimination. The report recognises "the feminisation of poverty"; stresses that gender inequality hinders poverty reduction and endangers the prospects of economic and human development; and calls on the Member States to mainstream the concept of gender equality in all employment policies and special measures so as to improve access to employment, avoid over-representation of women in precarious employment, increase sustainable participation and promote the progress of women in the employment sector, as well as reducing gender segregation in the labour market by tackling the direct and indirect causes.

Within this context, the major dimensions of well-being associated with poverty among women, indicated in the BPfA are: resources, social protection, family and private life, security and participation in public life. On this basis, and taking into account the global problem of poverty affecting women all over the world, the strategic objectives specified in BPfA are to: review, adapt and maintain macro-economic policies and development of strategies that address the needs and efforts of women in poverty; revise laws and administrative practices to ensure women's equal rights and access to economic resources; provide women with access to savings and credit mechanisms and institutions; develop gender-based methodologies and conduct research to address the feminisation of poverty.

¹⁶ European Commission, Manual for gender mainstreaming, employment, social inclusion and social protection policies, 2008.

In the BPfA follow-up, the 2007 Portuguese EU Presidency prepared a report presenting the following three indicators to monitor and evaluate progress towards these objectives, as a basis for analysis of the gender dimension of poverty and assessment of the situation of women in this critical area¹⁷: 1) at-risk-of-poverty rate by age and sex; 2) at-risk-of-poverty rate by type of household and sex, including at-risk-of-poverty rate of single parents with dependent children; 3a) inactivity by age and sex: share of women and men who are inactive by age; 3b) inactivity by age and sex: share of inactive women and men who are not looking for a job for family care reasons

1.2.2 Education and Training of Women (B)

The importance of education is recognized by all countries as a significant factor for the socio-economic development and sustainable growth of a nation.

Engendering education involves examining and making progress towards gender equity in the learning opportunities available to both women and men, throughout their lives, but particularly during their period of full-time education. Excluding girls and women from education increases their vulnerability and affects their participation in civil and political life. Education is a powerful tool for reducing inequality as it can enable people to take control of their lives. Women, who may come up against discrimination in many spheres, are in particular need of this.

In European countries the issue of equal access and participation to education has been more or less resolved, with girls and women outnumbering boys and men in secondary and tertiary education in many countries, although educational segregation still remains persistent: many female students still tend to study subjects which lead to careers with lower pay and less status than males.

Education and training are thus fundamental areas where gender empowerment is needed at both the European and international level. The equal right of women in the field of education is strongly promoted at the international level, for instance in art.10 of the "Convention on the Elimination of All forms of Discrimination against Women" (CEDAW), which specifically commits States to "take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education".

The European Union has a strong track record of promoting gender equality within employment. However promoting gender equality in education was not a listed priority in the Roadmap for Equality for Women and Men, 2006-2010 nor in the Strategy for equality between women and men 2010-2015. While the elimination of gender stereotypes was one of the Roadmap six priorities, the focus was principally on breaking down stereotypes in employment. The Strategy mentions education as one of the horizontal issues to be considered among the Priorities, with specific reference to the dissemination of good practices in redefining gender roles in youth, education, culture and sport. To this end, it is worth mentioning the EIGE Gender Training project which aims at: (i) collecting reliable and comprehensive information on the activities, actors and resources related to gender training in the EU-27 and Croatia; (ii) identifying good practices in gender training in the EU-27 and Croatia; (iii) fostering a discussion on the quality standards for gender training in the European Union; (iv) supporting policy-makers in accessing high quality tools.

¹⁷Conclusions: <http://register.consilium.europa.eu/pdf/en/07/st13/st13947.en07.pdf> .
Report: <http://register.consilium.europa.eu/pdf/en/07/st13/st13947-ad01.en07.pdf> .

Within the BPfA, the following six strategic objectives are specified for the Education and Training of Women: ensuring equal access to education; eradicating illiteracy among women; improving women's access to vocational training, science and technology; continuing education; developing non-discriminatory education and training; allocating sufficient resources for and monitoring the implementation of educational reforms; promoting lifelong education and training for girls and women.

Considering that the area is characterised by a set of objectives only partially coherent with the EU27 situation, where the problems of illiteracy or equal access to education are less relevant, Germany's EU Presidency drafted a report on indicators for this area, and in May 2007 the Council decided on the following three indicators: (1) Proportion of female graduates and male graduates of all graduates in mathematics, the sciences and technical disciplines (tertiary education); (2) Employment rate of women and men (aged between 25 and 39 years; and aged between 40 and 64) by highest level of education attained; (3a) Proportion of female/male ISCED 5a-graduates of all ISCED 5a-graduates and proportion of female/male PhD graduates (ISCED 6) of all PhD graduates by broad field of study and total; (3b) Proportion of female and male academic staff differentiated by level of seniority and in total.

1.2.3 Women and Health (C)

Health is an important priority for Europeans, who expect to be protected against illness and disease – at home, in the workplace and when travelling. While healthcare systems have contributed to significant improvements in health in Europe, access to health care remains uneven across countries and social groups according to socioeconomic status, age and gender. Moreover, gender plays a very specific role both in the incidence and prevalence of some specific pathologies and also in their treatment and impact in terms of well-being and recovery. Besides biological factors, social norms also affect the health status of women and men in different ways.

At the international level Health is also strongly promoted, starting from art.12 of the "Convention on the Elimination of All forms of Discrimination against Women" (CEDAW) which commits States to "take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning".

The EU has a mandate to complement national action on health. This consists mainly of protecting people from health threats and diseases, promoting healthy lifestyles and helping national authorities in the EU cooperate on health issues. The EC has put forward a strategic approach for EU health policy for the period 2008-2013: Together for Health: A Strategic Approach for the EU 2008-13. This strategy aims at providing an overarching framework which covers not only core European health issues but also broader aspects such as mainstreaming health issues in all policies and global health¹⁸.

Health issues cut across a range of topics and thus have a considerable impact on the EU revised Lisbon Strategy and the EU 2020 Strategy. Moreover, the EU stresses the importance of raising awareness of the relationship between gender and health as well as supporting MSs in gathering relevant and comparable data and in addressing health disparities through gender-sensitive health promotion, prevention, early detection and care.

¹⁸ COM(2007) 630 final, White Paper - Together for Health: A Strategic Approach for the EU 2008-2013, http://ec.europa.eu/health-eu/doc/whitepaper_en.pdf/.

Bearing in mind the fundamental right to health for women, the strategic objectives specified in the BPfA are to: increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services; boost preventive programmes promoting women's health; undertake gender-sensitive initiatives addressing sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues; promote research and disseminate information on women's health; increase resources and monitor follow-up for women's health.

The indicators proposed by the Austrian Presidency in 2006 and adopted by the Council are¹⁹: (1) Healthy Life Years; (2) Access to health care (unmet demand); (3) Cardio-Vascular Diseases.

1.2.4 Violence against Women (VAW) (D)

Promoting the dignity and integrity of women means eradicating gender based violence and the trafficking of human beings, where women and children account for most of the victims. Violence against women and human trafficking are the most prevalent and universal violation of human rights. They know no geographical boundaries, no age limit, no class distinction, no cultural or racial differences. Violence against women has strong implications for gender equality, social inclusion and health. Domestic violence is the most common form of violence against women. Traditional practices harmful to women (such as crimes committed in the name of honour, female genital and sexual mutilation, forced marriages, dowry-related violence) usually occur within the family or in the wider Community context. Rape and tradition-based violence are the most common forms of community-based violence. Violence at the work place comes next as a major form of violence against women, and may take several forms such as threats and insults, mobbing or other forms of psychological aggression, sexual or racial harassment. In European countries there is widespread awareness of the various forms of violence against employees in companies. However, the hidden but pervasive form of violence that occurs within households, where psychological violence, humiliation and threats are very common, remains prevalent.

The principle of non-discrimination of women in the economic, social, cultural, civil or any other field is the basis of the "Convention on the Elimination of All forms of Discrimination against Women" (CEDAW), and represents a strong commitment to improving the conditions of women. In particular, art.6 invites States to take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of them in prostitution.

In addition, the Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) is the latest and most comprehensive policy framework containing legally binding obligations for the states subscribing to it; it is also a source of guidance and inspiration for practitioners in the fields of justice, security, health, or social services, as well as members of civil society. It was opened up for signing on May 11, 2011, in Istanbul. It aims at prevention of violence, victim protection and "to end with the impunity of perpetrators"; as of June 2014, it has been signed by 36 countries²⁰.

The EU is strongly committed to combating violence against women. The elimination of gender-based violence has been a priority area of the European Commission since

¹⁹ Conclusions: <http://register.consilium.europa.eu/pdf/en/06/st09/st09468.en06.pdf> .
Report: <http://register.consilium.europa.eu/pdf/en/06/st09/st09468-ad01.en06.pdf> .

²⁰ http://www.coe.int/t/dghl/standardsetting/convention-violence/about_en.asp#istanbul

introduction of the Roadmap for equality between women and men for the 2006-2010 period. This commitment was re-affirmed in the Women's Charter (2010), the European Commission's Strategy for Equality between Women and Men 2010–15 and the Stockholm Programme for 2010–14. However, domestic violence against women still remains widespread and under-reported. While the primary responsibility to combat violence against women is on the Member States, the European Commission has a strong role to play via funding support, awareness-raising activities and promotion of exchanges of good practices, to name but a few of its undertakings.

The EU has not issued a generally binding instrument on the protection of women against gender-based violence, which remains within the regulatory powers of the Member States. However, several initiatives at the EU level are worth mentioning: the European Parliament resolution on the elimination of violence against women (26 November 2009), the EU Council conclusions on the eradication of violence against women (8 March 2010), as well as the Council conclusions on Combating Violence Against Women, and the Provision of Support Services for Victims of Domestic Violence (6 December 2012). All these highlight the lack of available and comparable data in this area in the EU. In 2013, the European Parliament FEMM Committee prepared a legislative initiative report (Rapporteur Ms Antonyia Parvanova) with recommendations to the Commission on combating violence against women (2013/2004(INL)).

Moreover, EIGE provides access to existing statistics, data and information on gender-based violence, aiming to support the institutions and experts engaged in preventing and combating gender-based violence in the European Union and beyond.

In accordance with the BPfA, violence against women was defined as critical area D and associated with three strategic objectives: taking integrated measures to prevent and eliminate violence against women; studying the causes and consequences of violence against women and the effectiveness of preventive measures; eliminating trafficking in women and assisting victims of violence falling prey to prostitution and trafficking.

In 2002, the Spanish Presidency carried out a study mapping the measures to combat violence against women. On the basis of this preparatory work the Danish Presidency suggested (2002) seven indicators indicating "domestic violence against women" (profile of female victims; profile of male perpetrators; victim support; measures addressing the male perpetrator to end the cycle of violence; training of professionals; state measures to eliminate domestic violence against women; and evaluation) with sub-indicators. The aim was to develop indicators that can facilitate evaluation of the implementation of the BPfA, promote the exchange of best practices, help evaluate the measures used (including policy measures), and facilitate awareness-raising initiatives regarding violence against women.

The Irish Presidency carried out a new survey regarding sexual harassment and, on the basis of this work, during the Dutch Presidency the Council adopted two indicators concerning sexual harassment in the workplace in November 2004²¹. More generally, in November 2002 and 2004 the Council decided on three indicators to be used when monitoring progress in this area: (1) The number of female victims of domestic violence; (2) The number of employees who report incidents of sexual harassment at the workplace, as a percentage of the total workforce; (3) The number of private and public enterprises

²¹ Conclusions: <http://register.consilium.europa.eu/pdf/en/02/st14/st14578.en02.pdf> .
Report: <http://register.consilium.europa.eu/pdf/en/02/st08/st08875-re01.en02.pdf> .
Conclusions: <http://register.consilium.europa.eu/pdf/en/04/st15/st15202.en04.pdf> and Annex: <http://register.consilium.europa.eu/pdf/en/04/st15/st15202-ad01.en04.pdf> .
Report: <http://register.consilium.europa.eu/pdf/en/04/st09/st09832.en04.pdf> and Annex: <http://register.consilium.europa.eu/pdf/en/04/st09/st09832-ad01.en04.pdf> .

which have a preventive policy regarding sexual harassment at the workplace, as a percentage of the total number of employers.

1.2.5 Women and Armed Conflict (E)

Women experience armed conflict in various different ways as victims, survivors, leaders and peacemakers. Violence against women in conflict zones is often an extension of the gender discrimination that already exists in peacetime. Because of their lack of status within society women are often excluded from decision-making opportunities, are often stereotyped as victims and their experiences and contributions are virtually ignored in conflict zones and in nations emerging from war. Nevertheless, women can also play a significant part in peacemaking if they are properly supported and genuinely included. The BPfA recognized that peace was inextricably linked to equality between women and men, and development, and emphasized that women's full involvement in all efforts for the prevention and resolution of armed conflicts was essential for the promotion and maintenance of peace and security.

Among the actions to be taken by Member States and the international community to accelerate the implementation of the Platform's strategic objectives in this area, measures have been proposed to ensure gender sensitive justice, address the specific needs and concerns of women refugees and displaced persons and increase the participation of women in peacekeeping, peace-building, pre- and post-conflict decision-making and conflict prevention.

At the international level norms and standards were established to promote the protection of women during armed conflict and their participation in peace and security decision-making: UN Security Council resolution 1325 on women, peace and security (UNSCR 1325), and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), are critical tools for moving the gender equality agenda forward in conflict and post conflict situations²².

The EU is committed to contributing to the implementation of UN Security Council resolution 1325, which reaffirms the important role of women in the prevention and resolution of conflicts, peace negotiations, peace-building, peacekeeping, humanitarian response and post-conflict reconstruction. It also stresses the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security.

The BPfA sets out six strategic objectives, namely to: increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation; reduce excessive military expenditures and control the availability of armaments; promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations; promote women's contribution to fostering a culture of peace; provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women; provide assistance to the women of colonies and non-self-governing territories.

When the Beijing + 10 report was published, no indicators had been developed for the strategic objectives regarding women and armed conflict. During the French Presidency in 2008 a study was commissioned and a questionnaire was sent to MSs. On this basis, the

²² See more at: <http://www.unwomen.org/en/digital-library/publications/2006/1/cedaw-and-security-council-resolution-1325-a-quick-guide#sthash.zntgRa13.dpuf> .

following indicators were developed: (1) Proportion (number and percentage) of men and women trained specifically in gender equality among diplomatic staff and civilian and military defence staff employed by Member States and Community institutions, and staff participating in UN peacekeeping operations (PKOs) and ESDP2 missions, including military and police staff; (2) Proportion (number and percentage) of women and men among: – heads of diplomatic missions and EC delegations, – staff participating in UN peacekeeping operations and ESDP missions, including military and police staff; (3) Funding (as a total amount and as a percentage of cooperation programmes) allocated by the Member States and the European Commission, in countries affected by armed conflict, or in post-conflict situations, to support gender equality, broken down, where possible, to reflect funding to support: female victims of violence; the participation of women in peace-building and post-conflict reconstruction; 3a) Proportion of funding for these programmes allocated to NGOs working for gender equality and women's empowerment; (4) Proportion (number and percentage) and country of origin of female and male asylum seekers who have obtained the status of refugee or benefit from subsidiary protection.

1.2.6 Women and the Economy (F)

Supporting gender equality in employment means avoiding discrimination, educational stereotypes, labour market segregation, precarious employment conditions, involuntary part-time work and unbalanced sharing of care responsibilities. Over the recent decades the role of women in the labour market has significantly improved. Nevertheless, a considerable gender gap in the labour market and in economic conditions is still present in Europe, with differences across countries and groups of women. In addition, the current economic and financial problems may put at risk the achievements in gender equality so far made.

The principle of non-discrimination of women in the economic, social, cultural, civil or any other field is the basis of the "Convention on the Elimination of All forms of Discrimination against Women", and constitutes a strong commitment to improving conditions for women. In particular, art. 11 commits States to take all appropriate steps to eliminate discrimination against women in the field of employment, while art. 13 calls on them to adopt all appropriate measures to eliminate discrimination against women in other areas of economic and social life.

At the European level, the European Commission firmly committed itself to undertaking specific measures and regulations to support the economic independence of women.

To mention only some of the more important examples, equality of treatment is at the centre of the directives on part-time work (Directive 1997/81/EC , 15 December 1997 concerning the Framework Agreement on part-time work) and on fixed-term work (Directive 1999/70/EC of 28 June 1999 concerning the framework agreement on fixed-term work). The gender equality directives complement these regulations²³. In terms of improving female employment conditions and promoting women's participation in the labour market, two other relevant directives are: Directive 1992/85/EC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at

²³ As for example: Directive 1979/7/EEC of 19 December 1978 on progressive implementation of the principle of equal treatment for men and women in matters of social security and Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in access to and supply of goods and services; Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, prohibiting direct or indirect discrimination between men and women in working conditions (recruitment, access to employment and self-employment; dismissal; vocational training and promotion; membership of workers' or employers' organisations).

work of pregnant workers and workers who have recently given birth or are breastfeeding and Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave. The principle of equal treatment between women and men has also been extended to self-employment with Directive 2010/41/EC of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity, and with European Parliament resolution of 8 March 2011 on equality between women and men in the European Union – 2010 (2010/2138(INI)).

The BPfA specifies the following six strategic objectives in its Area F: promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources; facilitate women's equal access to resources, employment, markets and trade; provide business services, training and access to markets, information and technology, particularly to low-income women; strengthen women's economic capacity and commercial networks; eliminate occupational segregation and all forms of employment discrimination; promote harmonization of work and family responsibilities for women and men.

Area F on Women and the Economy has been monitored and the relevant reports issued three times over the past years, in 2000, in 2008 and in 2014. Moreover, a specific report on equal pay was produced in 2001 under the Belgian Presidency. In 2000 under the French Presidency, the Council adopted nine indicators for measuring the integration of women in the economy. Again, in 2008 the French Presidency assessed the situation in the EU Member States in relation to policies and actions concerning reconciliation of work and family life and recommended seven indicators to be used for reporting, which must include employment and unemployment rates and gender pay gap (GPG)²⁴. In 2014, the Greek Presidency chose Area F Women and Economy for its review of BPfA implementation. EIGE's Report "Review of the implementation of the Beijing Platform for Action in the EU Member States: Women and the Economy", drafted at the request of the Greek Presidency, assesses progress in the implementation of the objectives and provides conclusions and policy recommendations. In its Report, EIGE proposed an additional set of indicators and subindicators which were considered in the Council conclusion on Women and the economy: Economic independence from the perspective of part-time work and self-employment (June 2014).

1.2.7 Women in Power and Decision-making (G)

Balanced participation by women and men in political and economic decision making is necessary to democracy and economic growth. Although significant progress has been made in recent years, gender equality in decision making is still very limited.

Equal participation of women and men in power and decision-making is strongly promoted at international level. Articles 7 and 8 of the "Convention on the Elimination of All forms of Discrimination against Women" (CEDAW) commits States to eliminate discrimination against women in political and public life, whereas article 4 allows for the adoption of temporary special measures that can in practice catalyse progress towards equality between men and women.

²⁴ Conclusions: <http://register.consilium.europa.eu/pdf/en/00/st13/st13481.en00.pdf> .
Report: <http://register.consilium.europa.eu/pdf/en/00/st12/st12577.en00.pdf> .
Conclusions: <http://register.consilium.europa.eu/pdf/en/08/st17/st17474.en08.pdf> .
Report: <http://register.consilium.europa.eu/pdf/en/08/st16/st16595-ad01.en08.pdf> .

Issues relating to equality in decision-making have also received close attention at the European level.

As early as 1996 the European Council adopted a recommendation on the balanced participation of women and men in decision-making, calling on Member States and Institutions to develop suitable measures and strategies to correct the under-representation of women in decision-making positions (96/694/EC)²⁵.

In 2001, the European Parliament²⁶ reiterated the need for: i) a comprehensive integrated EU strategy and positive measures for the promotion of a gender balanced participation in democratic institutions and in all decision-making centres; ii) promotion of gender balance in all policy fields and all committees at the European, national and international level; iii) training for women in leadership and decision-making, public speaking and self-assertion, together with awareness campaigns to encourage women's participation in the political arena, and in companies and trade unions, with significant roles in their structures and senior positions of responsibility; iv) the creation of a European Network to further involve women in decision-making and a Network of national committees on equal opportunities. Moreover, the European Parliament called on governments, especially those of countries where women's participation in decision-making bodies is lower than 30%, to review the differential impact of the electoral systems on the political representation of gender in elected bodies, consider adjustment or reform of these systems, if necessary adopting legislative measures or encourage political parties to introduce quota systems (such as the zipper system), and/or adopt other measures to promote a balance in participation. The European Union position on the use of positive action in the EU legal order was also stressed by the European Parliament 2006/54 Directive²⁷ by tying its Article 3 TUE to Article 157(4) of the Treaty on the Functioning of the European Union²⁸.

As for policy action, the "Roadmap for equality between women and men" for 2006-2010 affirmed, among its six priority areas for EU action on gender equality for the period 2006-2010, the need to reinforce efforts towards achieving equal representation in decision-making. In particular, the Roadmap focuses on: 1) fostering women's participation in politics at all territorial levels; 2) achieving a balanced participation of women and men in economic decision-making positions, insisting on the need for transparency in promotion processes, flexible working arrangements, and availability of care facilities; 3) enhancing the participation of women in science and technology careers. These objectives were later confirmed also in the Women's Charter and in the Strategy for equality between women and men 2010-2015 (see section 1.3.2 below).

More recently, the European Commission also took a position on the balanced participation of women and men in economic decision-making. In order to speed up progress, on 1 March 2011 the Vice-President of the European Commission, Viviane Reding, called on publicly listed companies to sign the "Women on the Board Pledge for Europe"²⁹ and to

²⁵ European Council (1996), Council Recommendation of 2 December 1996 on the balanced participation of women and men in the decision-making process, (96/694/EC).

²⁶ Based on Commission report on the implementation of Council Recommendation 96/694 (COM(2000) 120).

²⁷ Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

²⁸ Article 3 of the European Parliament Directive 2006/54 – Positive Action - states that « Member States may maintain or adopt measures (...) with a view to ensuring full equality in practice between men and women in working life ». This important principle is confirmed in Article 157(4) of the Lisbon Treaty on the Functioning of the European Union which states that « (...)the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers ».

²⁹ http://ec.europa.eu/commission_2010-2014/reding/womenpledge/index_en.htm.

develop self-regulatory initiatives with the aim of achieving, by 2015, a 30% representation of women in the boardrooms of listed companies, and 40% by 2020. The European Parliament strongly supported the Commission's approach with a resolution adopted in July 2011 calling for legislation at the European level if companies do not make sufficient progress through self-regulation.

The call for action "Women on the Board Pledge for Europe" did not lead to the expected results³⁰, and in November 2012 the Commission was consequently induced to issue a proposal for a directive on improving the gender balance among non-executive directors of private or publicly companies (excluding all small and medium-sized companies) listed on stock exchanges and related measures. The proposal aims at allowing companies sufficient time to make the necessary arrangements. It sets a quantitative objective of at least 40% representation for each gender among non-executive directors (supervisory board members in a dual board system) by 2020 (or 2018 for State-owned enterprises). The aim of the draft directive is not to set a quantitative quota obligation, but rather a procedural quota obligation which sets out a transparent board selection process to be followed until the 40% objective is achieved. This approach guarantees that qualification and merit remain the key criteria for a job on the board. The proposed Directive is being discussed among Member States in the Council. Although all the countries are in favour of improving gender balance on company boards, they have different preferences regarding the best approach to achieve this objective. The Italian Presidency will treat this initiative as a priority, working for a compromise solution³¹.

Within this context, the BPfA formulated two strategic objectives for the area Women in power and decision making. These are defined as: take measures to ensure women's equal access to and full participation in power structures and decision-making; increase women's capacity to participate in decision making and leadership.

The European Council has adopted two sets of indicators pertaining to Women in power and decision-making within this monitoring process. In 1999 and 2003, the Council adopted recommendations on Women in power and decision-making, and defined and approved relevant indicators in those fields. During Finland's Presidency in 1999 the Council adopted a set of nine indicators in the area of Women in power and decision-making. The nine indicators primarily focused on the participation of women in political decision-making³². During Italy's Presidency in 2003 the Council adopted a further set of nine indicators. These concentrated on women and men in economic decision-making and were drawn up on the basis of prior Greek Presidency preparatory work in this area. In 2008, under the Slovenian Presidency, the indicators were reformulated. The Luxemburg Presidency (which will be in force in the second semester of 2015) will monitor and report on this Area.

1.2.8 Institutional mechanisms (H)

³⁰ On 5 March 2012, Vice-President Reding presented a progress report on women in economic decision-making within the EU15. This report shows that progress remains very limited.

³¹ European Commission, factsheet "Improving the gender balance in company boardrooms - Proposal for a directive adopted by the Commission on 14 November 2012, June 2014.

³² Conclusions: <http://register.consilium.europa.eu/pdf/en/99/st11/st11862.en99.pdf>

.Report:

<http://register.consilium.europa.eu/pdf/en/99/st11/st11829-re01.en99.pdf>.

Conclusions: <http://register.consilium.europa.eu/pdf/en/03/st15/st15205.en03.pdf>.

Report: <http://register.consilium.europa.eu/pdf/en/03/st15/st15205-ad01.en03.pdf>.

Conclusions: <http://register.consilium.europa.eu/pdf/en/08/st09/st09670.en08.pdf>.

Report: <http://register.consilium.europa.eu/pdf/en/08/st09/st09670-ad01.en08.pdf>.

As defined by the Council of the European Union in 2006, institutional mechanisms for gender equality are traditionally regarded as the central policy-coordinating unit(s) within a national, federal, regional or local governmental administration with the main task of supporting the mainstreaming of a gender equality perspective throughout all government-wide policy areas.

At the same time, it is widely acknowledged that governance incorporates a plurality of actors involved in different steps and levels in the programming and implementation of policies and the importance of understanding how gender is incorporated into the process is evident. This implies that introducing a gender perspective in all policy actions requires the presence and activity of gender bodies, but it also depends on the effectiveness of the implementation processes and some institutional conditionalities (quality of human resources, clear mandates, leadership of gender mainstreaming policies, clear and transparent procedures, etc).

To support gender equality, the European Commission follows the dual approach of specific initiatives and gender mainstreaming. Gender mainstreaming is the integration of the gender perspective into every stage of policy processes - design, implementation, monitoring and evaluation - with a view to promoting equality between women and men. This means assessing how policies impact on the life and position of both women and men - and taking responsibility to re-address them if necessary. The Treaty of Amsterdam formalised the gender mainstreaming concept at the EU level by explicitly emphasising elimination of inequalities and promotion of equality between women and men among the tasks and objectives of the Community (Articles 2 and 3 TEU).

The questions for policy makers are how to produce a dual approach and how to implement it in a structured system that involves a number of interventions or actions that form part of a strategic plan and systematic approach to achieving gender equality.

Developing and delivering a strategy for mainstreaming gender equality takes time. For effective implementation of gender mainstreaming across various policy areas in the EU and Member States, it is essential to ensure that strong institutional mechanisms for gender equality are in place. Actually, Government departments already have many of the required building blocks in place and a number of policy-makers will already be incorporating a gender perspective into their policies, often unaware of the phrase gender mainstreaming and its meaning. That said, there is still a need for these practices to become institutionalised via legal regulations, administrative and procedural rules and a set of laws.

During the last decade, several studies, within both the EU and international contexts, assessed the level of development and institutionalisation of the mechanisms for gender equality. The UNECE, like many other bodies, addresses the importance of one part of the institutional mechanisms, namely the involvement of civil society: '...active involvement of all interested stakeholders, mainly women's and human rights organisations is also a factor leading to change, well documented in many national situations.' (United Nations Economic Commission for Europe, 2010)

Institutional mechanisms for the advancement of women were defined as the critical area of concern "H" in the UN Beijing Platform for Action of 1995 (BPfA), together with three strategic objectives: create or strengthen national machineries and other governmental bodies; integrate gender perspectives in legislation, public policies, programmes and projects; generate and disseminate gender-disaggregated data and information for planning and evaluation.

In 2006, the Finnish EU Presidency undertook a study on the institutional mechanisms in the Member States, and three indicators for the area in question were defined³³: (1) Status of governmental responsibility in promoting gender equality: this concerns the existence and the responsibilities and capacity of the governmental gender equality body; responsibility and accountability of the government and the body mandated with governmental power and capacities are prerequisites for the effective promotion of gender equality. (2a) Personnel resources of the governmental gender equality body: adequate personnel resources are a critical prerequisite for the creation of effective government gender equality policies. (2b) Personnel resources of the designated body or bodies for the promotion of equal treatment of women and men: adequate personnel resources are a critical prerequisite for the effective promotion and protection of equal treatment of women and men in accordance with the Directive 2002/73/EC. (3) Gender mainstreaming Governmental commitment, structures and methods for implementing gender mainstreaming are crucial for successful progress towards gender equality.

The review report "The PFA Beijing +15: The Platform for Action and the European Union" by the Swedish Presidency of the Council of the European Union underlined that gender inequalities persist in most social policy areas across Europe and that uneven capacity shown by MSs in dealing with the various components of gender equality hampers progress. In particular, in the field of institutional mechanisms for gender equality, the following challenges have to be addressed: endowing gender equality bodies and structures with human and financial resources and capacities necessary to function effectively; strong political commitment and clear mandates; reinforcing the implementation of gender mainstreaming in legislative, budgetary and other process and specific actions to achieve gender equality; developing methods and tools for gender mainstreaming (i.e. gender budgeting, gender impact assessment and policy evaluations); enhancing dialogue and cooperation between national mechanisms, civil society and the social partners; evaluating the work and achievements of the governmental bodies against all areas of discrimination from the gender perspective.

In 2013, the Lithuanian Presidency of the Council reviewed the EU achievements in Area H. The Council conclusions of December 2013 focused on the effectiveness of institutional mechanisms for the advancement of women and gender equality, specifically taking note of the outcomes of the exchange of views during the Lithuanian Presidency Conference on 13 September in Vilnius, entitled "Gender Equality de facto as a Contribution to Reaching Europe 2020 Targets: the Effectiveness of Institutional Mechanisms". This conference provided an opportunity to discuss the key elements of and challenges to the effective and efficient functioning of institutional mechanisms. It also took note of a new indicator as developed by EIGE in its report for measuring progress in this area: Production and dissemination of statistics disaggregated by sex.

1.2.9 Human rights of Women (I)

Human rights and fundamental freedoms are the birthright of all human beings and their protection and promotion is the prime responsibility of governments. Every person should be entitled to participate in, contribute to and enjoy cultural, economic, political and social development. However, in many cases women and girls suffer discrimination in the allocation of political, economic and social resources.

³³ Conclusions: <http://register.consilium.europa.eu/pdf/en/06/st14/st14376.en06.pdf>.
Report: <http://register.consilium.europa.eu/pdf/en/06/st14/st14376-ad01.en06.pdf>.

A series of human rights treaties and international conference agreements, forged over several decades by governments — increasingly influenced by a growing global movement for women's rights — provides a legal foundation for putting an end to gender discrimination and gender based rights violations. These agreements affirm that women and men have equal rights, and oblige states to take action against discriminatory practices.

The starting point is to be seen in the principles of the United Nations Charter and the Universal Declaration of Human Rights, to which all member states of the United Nations subscribe. Numerous other international and regional instruments have drawn attention to gender-related dimensions of human rights issues, the most important being the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). In 1993, 45 years after the Universal Declaration of Human Rights was adopted, and eight years after CEDAW entered into force, the UN World Conference on Human Rights in Vienna confirmed that women's rights were human rights. That this statement was even necessary is striking – the status of women as human beings entitled to rights should have never been in doubt. And yet this was a step forward in recognizing the rightful claims of one half of humanity, in identifying neglect of women's rights as a human rights violation and in drawing attention to the relationship between gender and human rights violations.

Within this context, the strategic objectives of the BPfA for this area are the following: promote and protect the human rights of women through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); ensure equality and non-discrimination under the law and in practice; achieve legal literacy. No indicators have as yet been identified.

1.2.10 Women and the media (J)

Gender equality experts have long understood that media access is important and can serve as a key resource to promote the advancement of women. It is believed that this can be achieved in large measure by increasing the number of women professionals working in the sector. Although more and more women are involved in careers in the communications sector, only few have attained leading positions or serve on governing boards and bodies that influence media policy. The failure to eliminate the gender-based stereotyping that can be found in public and private local, national and international media organizations may also be found in a general absence of gender sensitivity in the media.

Over the past 40 years, a considerable body of research has been published on women's occupational positions within media industries. Most of those studies have been undertaken within academia, by women's campaign organisations and NGOs, and sometimes by media organisations themselves. Various reports that have emerged from the Global Media Monitoring Project programme (1995–2010) and the Global Report on the Status of Women in the News Media (2011), as well as numerous national-level studies, document the continuing gender imbalance in media decision-making and media output.

CEDAW Article 5 recognizes the role of culture and tradition, and calls for the elimination of sex role stereotyping.

As the BPfA states, the continued projection of negative and degrading images of women in media communications must be changed. As such, governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in policies and programmes.

In order to address these problems, the following strategic objectives were set and agreed upon to be implemented by the national governments: increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication; promote a balanced and non-stereotyped portrayal of women in the media.

The 2013 Irish Presidency chose this Area for the review of the BPfA. In June 2013, the Council of the European Union adopted the conclusions "Advancing Women's Roles as Decision-makers in the Media" on the basis of the "Review of the Implementation of the Beijing Platform for Action in the EU Member States: Advancing gender equality in decision-making in media organisations" undertaken by EIGE, at the request of the Irish Presidency, which measures the presence of women in senior roles in a sample of broadcast and news media companies in all EU Member States. The Council conclusions took note of a set of three indicators focusing on the presence of women in decision-making roles in the media developed by EIGE for the future review of progress: Indicator 1: Proportion of women and men in decision-making posts in media organisations in the EU; Indicator 2: Proportion of women and men on the boards of media organisations in the EU; and Indicator 3: Policies to promote gender equality in media organisations.

1.2.11 Women and the environment (K)

In international literature the gender dimension of climate change has so far been characterised primarily by two aspects: women, particularly in developing countries, are more vulnerable than men to the consequences of climate change (greater vulnerability); men and women play different roles in dealing with climate change, whereby women are major actors in several areas of mitigation and adaptation (agents of change). In particular work on gender and climate change has largely focused on impact and adaptation. This may be due to the widespread acceptance that climate change will hit the poorest the hardest, with women making up a large proportion of 'the poor'. Nevertheless, adaptation efforts should systematically and effectively address gender-specific impacts of climate change in the areas of energy, water, food security, agriculture and fisheries, biodiversity and ecosystem services, health, industry, human settlements, disaster management, and conflict and security.

Another issue being emphasized in the context of the relationship between climate change and gender concerns the fact that women may in some cases be more likely than men to support or accept progressive and significant climate change mitigation and adaptation policies.

Often, too, women are also unequal participants in the management of institutions whose decision-making most significantly affects environmental quality, and they are often under-represented in formal institutions with policymaking capacities at the national, regional and international levels. On the contrary, sectors such as energy, transport, and technological development are highly important for environmental issues but tend to be dominated by men in the workforce.

To date little attention has been paid to the ways in which gender has an effect on people's consumption and lifestyles and the impact this has on climate change. Relations between the sexes and attention to the specific needs of each have until recently gained little attention by those charged with addressing global climate change. The word "gender" found no mention in the United Nations Framework Convention on Climate Change (UNFCCC). However, after generally omitting gender in treaty language and international deliberations, in December 2008 the UNFCCC secretariat formally recognized in the 14th Conference of the Parties in Poznan (Poland) that "the gender dimension of climate change

and its impacts are likely to affect men and women differently." The secretariat urged formulation of "gender inclusive policy measures to address climate change" and stressed that women "are important actors" and "agents of change" in coping and adaptation.

At the March 2008 session of the United Nations Commission on the Status of Women (CSW) a panel debate was hosted on gender and climate. This event was followed by a Nordic conference on gender equality and climate change, which issued a report on Gender and Climate Change that draws attention to the shortage of women in climate change debates as indeed in leadership, as well as political and entrepreneurial decision-making regarding adaptation and mitigation policies on climate change.

The BPfA strategic objectives for this area are the following: involve women actively in environmental decision-making at all levels; integrate gender concerns and perspectives in policies and programmes for sustainable development; strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women.

In June 2012, the Council of the European Union adopted specific conclusions on Gender equality and the environment: enhanced decision-making, qualifications and competitiveness in the field of climate change mitigation policy in the EU on the basis of the report on "Gender Equality and Climate Change," prepared by EIGE at the request of the Danish Presidency, which demonstrates the lack of gender balance in decision-making, also in the field of climate change mitigation at different levels, and shows the need to improve women's access to education in the related scientific and technological fields, as well as the need to improve knowledge and availability of data on the issue of women and climate change. The Council conclusions took note of a set of four indicators developed by EIGE for the future follow-up of the Beijing Platform for Action regarding the critical area K "Women and the Environment" and especially its objective K.1, namely to "Involve women actively in environmental decision-making at all levels": 1) the proportion of women in climate change decision-making bodies at the national level in the EU Member States; 2) the proportion of women in climate change decision-making bodies at the EU level; 3) the proportion of women in climate change decision-making bodies at the international level; 4) the proportion of women tertiary graduates out of the total graduates (ISCED levels 5 and 6) in natural sciences and technologies at the EU and Member State level.

1.2.12 The Girl Child (L)

According to the Convention on the Rights of the Child "States Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or status" (art. 2, para. 1). However, in many countries the girl child is discriminated against from the earliest stages of life, through her childhood and into adulthood. The principle of non-discrimination of women in the economic, social, cultural, civil or any other field is the basis of the "Convention on the Elimination of All forms of Discrimination against Women" (CEDAW), and constitutes a strong commitment for the improvement of the conditions of women and girls.

On December 19, 2011, the United Nations General Assembly adopted Resolution 66/170 to declare 11 October as the International Day of the Girl Child, to recognize girls' rights and the unique challenges girls face around the world.

In accordance with the Beijing Platform for Action, the girl child was defined as critical area L and associated with nine strategic objectives: eliminate all forms of discrimination against the girl child; eliminate negative cultural attitudes and practices against girls;

promote and protect the rights of the girl child and increase awareness of her needs and potential; eliminate discrimination against girls in education, skills development and training; eliminate discrimination against girls in health and nutrition; eliminate the economic exploitation of child labour and protect young girls at work; eradicate violence against the girl child; promote the girl child's awareness of and participation in social, economic and political life; strengthen the role of the family in improving the status of the girl child.

Slovenia's Presidency prepared a report and the Council decided in June 2008 on three indicators to be used when following the progress in this area³⁴: (1) Sex and relationship education: parameters of sexuality-related education in schooling (primary and secondary); (2) Body self-image: dissatisfaction of girls and boys with their bodies; (3) Educational accomplishments: comparison of 15-year-old students' performance in mathematics and science, and the proportion of girl students in tertiary education in the fields of science, mathematics and computing and in the field of teacher training and education science.

³⁴ Conclusions: <http://register.consilium.europa.eu/pdf/en/08/st09/st09669.en08.pdf>.
<http://register.consilium.europa.eu/pdf/en/08/st09/st09669-ad01.en08.pdf>.

Report:

2. EVALUATION OF THE 2010-2015 STRATEGY

While Chapter 1 served the purpose of briefly introducing the EU 2010-2015 Strategy for gender equality by describing the European and international context it applies to, and notably the connections with the BPfA, Chapter 2 will focus on evaluation of the Strategy itself.

Evaluation of the Strategy is structured on three major questions:

- 1) Whether the strategy is appropriate, comprehensive and coherent with the main EU policies and the BPfA. While the analysis of the internal coherence focuses on the appropriateness of the EU Strategy in relation to the main problems addressed by each Strategy priority, the external coherence analysis looks into its coherence with the EU policies and BPfA.
- 2) Whether the Strategy was applied in full and delivered the envisaged results. The analysis of the implementation of the Strategy assesses how output/results have achieved the main objectives set in the International and EU policy and legal framework on gender equality in an innovative and appropriate way. In detail, the analysis provides details on the state of art of the actions, indicating whether actions were changed or cancelled, and on their achievements in terms of outputs and results.
- 3) Whether the Strategy's monitoring, evaluation and reporting tools were effective. As the review of the Beijing Platform emphasizes, effective implementation of the gender mainstreaming strategy is not only ensured by the adoption of legislation and creation of gender equality and gender mainstreaming bodies, but depends on the effectiveness of the implementation processes and some institutional pre-conditions (quality of human resources, clear mandates, clear and transparent procedures, etc).

2.1. The Strategy's internal and external coherence: whether the strategy has been appropriate and comprehensive

In order to evaluate whether the Strategy has been appropriate and comprehensive, in this section we focus on assessment of its internal and external coherence with the EU policy framework identified in Chapter 1.

The evaluation of the internal coherence aims at identifying the internal logic of the Strategy, while external coherence applies to its potential synergies with other Gender Equality policies.

The assessment of the internal synergy is based on the analysis of three constituent elements: (1) the interdependence of the Strategy Priorities, i.e. how priorities are related to one another; (2) the internal coherence, i.e. the extent to which the priorities and related actions are relevant to the Strategy objectives; (3) the complementary between the priorities and related actions and Strategy objectives, i.e. the extent to which priorities and actions are mutually supportive in achieving the objectives.

The assessment of the external coherence of the Strategy with the BPfA areas of concern and other key EU policies and objectives on gender equality is based on elaboration of a "matrix of cross-impacts" between the Strategy objectives and the objectives reflected in the BPfA areas of concern and the other main EU policy and legal documents on gender equality. With analysis of the cross-impacts matrix we can verify whether some areas/fields of gender equality have been or not addressed. Identification of new policy

areas of intervention will support definition of the form/structure the new Strategy should adopt to effectively address these policy areas.

2.1.1 The Strategy internal coherence

This chapter analyses the internal coherence of the Strategy and in particular: 1) the correspondence between the Strategy priorities and actions and the gender equality context in the EU as identified by the Strategy in 2010; 2) the relevance of the actions provided for by the Strategy to achievement of its objectives; 3) the internal coherence of the Strategy priorities and actions.

The assessment takes into account the specific competences the European Commission has in the policy fields addressed by the Strategy's priorities which affect the type of actions that the EC can implement.

2.1.1.1 Relevance of the strategy objectives to the gender equality context

The sections below analyse how the priorities set by the EU Strategy respond to the main gender problems, as identified by the Strategy itself. In detail, the analysis focuses on assessing whether each priority is adequately designed to provide an effective answer to the main gender equality issues identified in 2010, when the Strategy was drafted. The analysis also considers whether the priorities identified by the Strategy are still relevant to the present gender equality context in EU MSs.

In addition, table 10 in Annex 2 extends this assessment to all the actions included by the Strategy.

While, the priorities and actions implemented by the Strategy address relevant issues regarding women's participation in the labour market and decision-making, the fight against gender-based violence and gender equality in external actions, it must be stressed that their ability to produce a relevant and visible impact on these issues is reduced by the lack of identification of specific targets to be reached for each Strategy priority and, in some cases, by a limited focus on legislative measures, accompanied by appropriate sanctions, where possible. Actions are also very general and no precise timeline and responsibilities are fixed.

The first priority of the Strategy, "equal economic independence" includes actions focused on:

- relating achievement of the EU employment targets for both women and men by promoting gender equality in all the flagship initiatives of the EU 2020 Strategy;
- reducing social exclusion and risks of poverty for women;
- improving the employment level of migrant women, who face greater difficulties in the labour market;
- promoting female entrepreneurship;
- improving women's work and private life reconciliation, as one of the main labour market barriers to women consists in heavier family burdens for women than for men;
- reducing gender segregation in education and training, in particular in the scientific and ICT fields;
- using structural funds to support initiatives on equal economic independence of women.

The actions envisaged combine regulatory measures (such as measures supporting initiatives on equal economic independence within structural funds), with monitoring initiatives, studies and funding of projects/programmes on the above issues.

These actions address relevant issues regarding women's presence in the labour market such as: the low female participation and employment rates, in particular in the case of older women, single parents, women with a disability, migrant women and women from ethnic minorities, who face higher poverty risks; women's heavier family burdens; the higher barriers faced by women in entrepreneurship; and employment and educational gender segregation.

However, some issues that receive little attention in the public debate on women's labour participation, but that might impact upon it such as demographic change and access to social security and social protection, are given less consideration.

Despite progress in ensuring women's participation in the labour market, women's employment rates remain lower than men's. This is still an issue today, as confirmed by the 2013 Report on the Application of the EU Charter of Fundamental Rights³⁵: the employment level of women reaches 63% compared to the men's 75%.

The second priority of the Strategy, "equal pay for equal work and work of equal value" builds on the first priority and aims to ensure, on the one hand that women in the labour market receive the same pay as men for equal work and, on the other, that they are employed in more profitable sectors. The actions included in the strategy consist in:

- exploring the transparency of pay as well as the impact on equal pay on atypical arrangements;
- supporting equal pay initiatives at the workplace;
- promoting an European equal pay day;
- encouraging women to enter non-traditional professions;
- increasing women's employment in ICT;
- promoting gender equality in the research sector.

These actions tackle significative barriers to equal pay for equal work: women's vertical and horizontal segregation in the labour market; greater use of part-time and atypical employment for women than for men; women's segregation in employment and in education and training; cultural stereotypes, etc.

Indeed, as indicated by both the 2010 Strategy and the 2013 Report on the Application of the EU Charter of Fundamental Rights³⁶, women's lower pay was a serious problem in 2010 and continues to be so in 2013: in 2010 the gender pay gap was 16.2% and in 2012 16.4%.³⁷

However, even though the actions foreseen tackle issues relevant to equal pay for equal work for women, the capacity of the Strategy to provide an adequate answer is further reduced by the lack of specific targets for the actions envisaged, precise timeline and responsibilities.

The third Strategy priority, "equality in decision-making", aims to ensure equality in decision-making through:

³⁵ http://ec.europa.eu/justice/fundamental-rights/files/com_2014_224_en.pdf.

³⁶ http://ec.europa.eu/justice/fundamental-rights/files/com_2014_224_en.pdf.

³⁷ 2013 Report on the Application of the EU Charter of Fundamental Rights, http://ec.europa.eu/justice/fundamental-rights/files/com_2014_224_en.pdf.

- targeted initiatives to improve gender balance in decision-making;
- monitoring of the targets regarding women's presence in top management positions in research;
- monitoring of the targets set internally within the EU Commission;
- enhancing women's participation as candidates in the European elections.

These actions tackle a relevant issue for gender equality, as indicated by the Strategy in 2010 and re-confirmed by the 2013 Report on the Application of the EU Charter of Fundamental Rights³⁸: their lesser presence in top management positions and in political representation compared to men.

However, it needs stressing that the Strategy actions do not identify specific targets on the initiatives promoted in this field, a precise timeline and responsibilities..

The fourth Strategy priority "dignity, integrity and an end to gender-based violence" aims to fight gender-based violence and female genital mutilation through:

- the adoption of an EU – wide strategy on combating violence against women based on awareness-raising campaigns, legislation on criminal matters, studies and exchanges of good practices;
- gender mainstreaming in the EU asylum legislation and training curricula;
- gender mainstreaming in healthcare policies.

Actions on gender-based violence seem to take into due account and tackle the phenomena of violence against women. In 2010 the Strategy reported that around 25% of the women in the EU have suffered physical violence at least once during their lives and that up to half a million women living in Europe have been subject to genital mutilation (2006 data reported by the 2010 Strategy). The relevance of this phenomena is confirmed by the 2013 EU Survey on Gender-based violence: in 2013, one in three women reported having experienced physical and/or sexual violence since the age of 15; one in 20 women had been raped since the age of 15; 22% had experienced physical and/or sexual violence by a partner³⁹.

The last priority of the Strategy, "gender equality in external relations", aims to ensure that EU principles and objectives on gender equality in the labour market, in education and training, in fighting violence against women and in healthcare and long term care are ensured also beyond the EU borders in acceding and third countries.

The three actions promoted within this priority (enlargement process; external relations and development policies; further integrate gender considerations into EU humanitarian aid) consider and try to respond to the EU engagements at the international level: e.g. the Millennium Development Goals, the Beijing Platform for Action, etc.

2.1.1.2 Relevance of the Strategy actions for the achievement of its objectives

This section looks into whether the actions foreseen by the Strategy are adequately designed for contributing to the achievement of its objectives and expected results.

While theoretically all the envisaged actions could greatly contribute to the achievement of the Strategy's priorities, it is difficult to assess their relevance for

³⁸ http://ec.europa.eu/justice/fundamental-rights/files/com_2014_224_en.pdf.

³⁹ EU survey on violence against women, European Agency on Fundamental Rights, 2014, http://fra.europa.eu/sites/default/files/fra-2014-vaw-survey-main-results-apr14_en.pdf.

each priority, as the Strategy does not include any detail on the financial resources allocated to each action or priority and there are no specific targets identified.

Furthermore, it needs stressing that often actions are only generically identified (i.e. promote gender equality in education and training, explore options to improve the transparency of pay, etc) and they do not indicate specific outputs or results, timeline and responsibilities. This could result in the actual contribution to the Strategy objectives being less than expected.

a) Equal economic independence

All actions could potentially contribute to ensuring women's equal economic independence. However, the fact that no specific targets and results are identified and, that in some cases, actions are generically defined, risks weakening their contribution to the effective achievement of gender equality. Moreover, the actions do not envisage men's involvement. Nor do they address the stakeholders' involvement.

Furthermore, in order to strengthen the contribution of the actions envisaged in this area greater attention should have been paid to the following issues: pension gap; barriers to women's entrepreneurship; training and education curricula; gender balance in courses; career guidance, gender stereotyping, etc.

In order to have a real "impact" on removing/limiting the above-mentioned barriers, the Strategy actions could also strengthen work-life balance policies supporting a greater involvement of men in care activities and the provision of care services (including long term care). Hard measures such as revision of the leave directives and legislative guidelines to MSs on paternity leave and a greater enforcement of the parental leave directive in all MSs may also be considered, as well as guidelines on the combination of flexible working time conditions with a flexible use of parental leave by both parents⁴⁰. Specific targets for each of the issues tackled should also be indicated. On this latter aspect, for example, the Strategy could stress the importance of increasing female employment rates in order to achieve the Europe 2020 targets (that do not distinguish between men and women), as well as setting specific targets for long term care (as in the case of the Barcelona targets for child care).

⁴⁰ D. Szelewa, Maternity leave, paternity leave, parental leave and unpaid care work, in A new strategy for gender equality post 2015. Workshop for the FEMM Committee, 3 September 2014

The table 1 below provides an assessment of the potential contribution of each action to the Strategy priorities.

Table 1: Potential contribution of the actions foreseen within priority 1 to the achievement of the priority

Strategy actions	Strategy priority	Assessment
	Equal economic independence	
1.1 Support the promotion of gender equality in the implementation of all aspects and flagship initiatives of the Europe 2020 strategy	•	<ul style="list-style-type: none"> there is no specific gender equality pillar in the Europe 2020 Strategy; actions focus on monitoring the implementation of gender equality in the EU 2020 flagship initiatives, without specifying measures to ensure that gender equality is actually taken into consideration in these initiatives; for instance, it is not envisaged that gender impact assessments are to be drafted for all policy measures promoted within the EU 200 flagships initiatives. This is even more relevant for those areas where there is no consolidated gender equality experience such as fiscal policies, environmental and transport policies, etc no financial and technical support is envisaged for ensuring that gender equality is actually mainstreamed
1.2 Poverty, social exclusion and pension	•	<ul style="list-style-type: none"> some actions are very generally defined and do not include specific results to be obtained or how they will be specifically implemented: i.e. promote gender equality in the future Platform against Poverty and related initiatives; encourage, in the evaluation of national measures implemented to attain the Europe 2020 objectives, measures which contribute to protect women from the risk of exclusion, ensuring income security for one parent families, elderly women and men;
1.3 Promote gender equality in education and training	**	<ul style="list-style-type: none"> actions promoted do include specific targets or results; it is specified that actions identified should promote gender equality in different aspects of training and education. However there is no mention as to how this should be done
1.4 Promote gender equality in European Funds	**	<ul style="list-style-type: none"> the action envisages the take up of gender equality in the EU structural funds and the funding of specifically identified issues
1.5 Promote female entrepreneurship and self-employment	**	<ul style="list-style-type: none"> the action appropriately combines funding schemes for initiatives in this area with legislative measures, monitoring of already set targets and exchanges of good practices between EU MS and knowledge production. However, the action does not identify specific expected results
1.6 Reconciliation between work and private life	**	<ul style="list-style-type: none"> the action appropriately combines funding schemes for initiatives in this area with legislative measures, monitoring of already set targets and reporting on the performance obtained, exchanges of good practices between EU MS and knowledge production
1.7 Migration policies and integration of migrants	**	<ul style="list-style-type: none"> the action appropriately identifies key issues to be promoted within the EU funds dedicated to migration policies (European Fund for the Integration of Third-Country Immigrants; ESF); however some initiatives are only generally defined, without indicating either specific results or specific ways to implement it: i.e. promote gender equality in all initiatives on immigration and integration of migrants

minimum = •; maximum=***

b) Equal pay for equal work and work of equal value

All actions could potentially make an appreciable contribution to the achievement of this Strategy priority. However, as already stated above, the lack of specific targets and results to be achieved risks to reduce their contribution to the Strategy objectives in this field. In particular for actions 2.4, 2.5 and 2.6, specific targets to be monitored over time should be included.

Furthermore, the actual contribution of the actions to the Strategy objectives strongly depends on the measures that are promoted, since often the strategy does not clearly identify the specific measures to be promoted in this area.

The fact that the envisaged actions are focused more on awareness-raising campaigns, studies and monitoring, rather than addressing the role of the social partners and equality bodies in reducing the gender pay gap and supporting the enforcement of anti-discrimination provisions, could reduce the Strategy's ability to provide an effective answer to the above-mentioned problems.

The table 2 below provides an assessment of the potential contribution of each action to the Strategy priorities.

Table 2: Potential contribution of the actions foreseen within priority 2 to the achievement of the priority

Strategy actions	Strategy priority	Assessment
	Equal pay for equal work and work of equal value	
2.1 Explore possible ways to improve the transparency of pay as well as the impact on equal pay of arrangements such as part-time work and fixed-term contracts	•	<ul style="list-style-type: none"> While envisaged actions are expected to result in increased knowledge on the issue of women's equal pay for equal work, there is no detail on how knowledge is expected to be used in order to actually achieve equal pay for women and men
2.2 Support equal pay initiatives at the workplace such as equality labels, 'charters', and awards, as well as the development of tools for employers to correct unjustified gender pay gaps	***	<ul style="list-style-type: none"> The action appropriately identifies and combines operation support for MS in this field with awareness-raising activities and initiatives ign supporting companies to ensure equal pay for women and men for equal work;
2.3 Institute a European Equal Pay Day	•	<ul style="list-style-type: none"> While the action is expected to increase awareness on this issue, no specific details are included on how many persons should be reached, how it should be implemented and how it should specifically contribute to the strategy objective in this area, etc
2.4 Encourage women to enter nontraditional professions, for example in "green" and innovative sectors	**	<ul style="list-style-type: none"> The actions combine initiatives to enhance gender equality in training and education with monitoring of set targets in the scientific and technological careers and awareness-raising activities; the actions tackle both women and men However, the actions should more specifically identify initiatives in this area and include targets and results that could be monitored over time
2.5 Participation of women in ICT	**	<ul style="list-style-type: none"> The action is focused more on awareness-raising activities and networking, no specific targets being foreseen The action specifies that initiatives promoting digital literacy and e-Skills should be implemented in the context of the Digital Agenda, without, however, specifically defining these initiatives and setting results to be reached
2.6 Gender equality and research	**	<ul style="list-style-type: none"> The action combines awareness-raising and knowledge production activities with funding for integrating gender equality in EU-funded research and for incentivizing research institutions to modernize working culture and institutions

minimum = •; maximum=***

c) Equality in decision-making

While the contribution of all actions in this area is important in achieving this Strategy priority, they could be further strengthened through: a stronger focus on legislative initiatives (like gender quotas), accompanied by specific incentives; more attention to addressing the leaky executive pipeline in companies; and EU institutions as a model to be followed for promoting women's participation in top economic and political decision-making.

The Strategy does not identify specific targets for the initiatives promoted in this field and the proposal for a directive with the aim of attaining a 40% objective of the under-represented sex in non-executive board-member positions in publicly listed companies is still to be approved. To be more effective the Strategy could envisage specific positive actions to support the extension and application of gender quotas in economic and political decision-making institutions.

As in the case of the previous priorities, actions in this field should also envisage the involvement of men and more, in general, of relevant stakeholders.

The table 3 below provides an assessment of the potential contribution of each action to the Strategy priorities.

Table 3: Potential contribution of the actions foreseen within priority 3 to achievement of the priority

Strategy actions	Strategy priority	Assessment
	Equality in decision-making	
3.1 Improve the gender balance in decision-making	..	<ul style="list-style-type: none"> The action appropriately combines soft legislation with knowledge production and reporting on women's participation in decision-making in the EU
3.2 Monitor the 25% target for women in top level decision-making positions in research	.	<ul style="list-style-type: none"> While monitoring of set targets is relevant for assessing the state of art in this field, no details are provided on measures to be taken in order to make sure that the achievement level will be improved in those contexts where the set targets will not be reached
3.3 Monitor progress towards the aim of 40% of members of one sex in committees and expert groups	.	<ul style="list-style-type: none"> See previous comment
3.4 Promote greater participation by women in European Parliament elections	..	<ul style="list-style-type: none"> The action identifies two EU funding programmes that can be used for enhancing women's participation in EU elections
3.5 Monitor progress of representation targets for women in management posts and AD category in the Commission	.	<ul style="list-style-type: none"> See comment above

minimum = .; maximum=...

d) Dignity, integrity and an end to gender-based violence

The three actions foreseen within this priority **could bring a relevant contribution** to the fight against gender-based violence, as they appropriately combine legislative measures, with awareness-raising measures and knowledge production.

However, actions in this area **could have a stronger impact if they tackled specific categories of women** that are usually more difficult to reach (e.g. minority women; trafficked women, etc) and **providing operational support to EU MS on this issue**. Furthermore, **stakeholder involvement should be more proactively addressed as well as men's involvement**.

The table 4 below provides an assessment of the potential contribution of each action to the Strategy priorities.

Table 4: Potential contribution of the actions foreseen within priority 4 to the achievement of the priority

Strategy actions	Strategy priority	Assessment
	Dignity, integrity and an end to gender-based violence	
4.1 Adopt an EU-wide strategy on combating violence against women	***	<ul style="list-style-type: none"> The action appropriately combines legislative measures with awareness-raising campaigns, knowledge production, exchange of best practices and funding for initiatives in this area
4.2 Asylum	***	<ul style="list-style-type: none"> The action appropriately combines gender mainstreaming in EU legislation with funding schemes and training to operators involved in this field;
4.3 Gender in health	***	<ul style="list-style-type: none"> The action appropriately combines gender mainstreaming in EU legislation on healthcare, through the drafting of health and gender impact assessments, with knowledge production and the definition of specific action plans in this area

minimum = •; maximum=***

e) Gender equality in external actions

Overall the three actions in this area seem to address the strategy objectives appropriately.

However, in order to further strengthen their contribution to the Strategy priority in this field, specific targets should be defined for each EU institution and EC DGs dealing with external policy as well as a single system of monitoring.

As already mentioned, also in this field actions should identify specific results to be aimed at.

The table 5 below provides an assessment of the potential contribution of each action to the Strategy priorities.

Table 5: Potential contribution of the actions foreseen within priority 5 to the achievement of the priority

Strategy actions	Strategy priority	Assessment
	Gender equality in external actions	
5.1 Enlargement process	***	<ul style="list-style-type: none"> The action appropriately combines monitoring of the adherence to the Copenhagen criteria by acceding countries with support for their take up by these countries
5.2 External relations and development policies	***	<ul style="list-style-type: none"> The action appropriately combines initiatives to support civil society organizations working on women's rights and policy dialogue with third countries on gender equality with capacity building of EU staff working on development, monitoring and reporting on gender equality performance indicators and improvement in the collection of these indicators, as well as advancement of the EU agenda on gender equality in third countries and contribution to international objectives (e.g. Millenium development Goals)
5.3 Further integration of gender considerations into EU humanitarian aid	***	<ul style="list-style-type: none"> The action foresees integration of the gender perspective in humanitarian aid through adoption of specific action plans and strategies and capacity-building initiatives addressed to humanitarian partners

minimum = •; maximum=***

2.1.1.3 Coherence of the Strategy priorities and actions

The table 6 below provides an assessment of the explicit and implicit linkages and complementarity between the strategy priorities.

In addition, a more detailed table is included in Annex 2 (table 11) presenting the direct and explicit links between both the actions promoted within the same priority and the other priorities, as specified by the Strategy.

As underlined below, the objectives are interdependent and mutually supportive, putting into place a mix of policies for ensuring gender equality in EU: labour market policies, training and education policies, policies enhancing women's presence in decision-making, the fight against gender-based violence policies, healthcare and long term care policies and external policies.

Table 6: Explicit and implicit links between the Strategy priorities

Strategy priorities	Strategy priorities				
	1. Equal economic independence	2. Equal pay for equal work and work of equal value	3. Gender equality in decision-making	4. Dignity, integrity and an end to gender-based violence	5. Gender equality in external action
1. Equal economic independence		***	.	**	***
2. Equal pay for equal work and work of equal value	***		**		**
3. Gender equality in decision-making	**	.			.
4. Dignity, integrity and an end to gender-based violence	**	.			***
5. Gender equality in external action	***	**	.	***	

minimum = .; maximum=***

The **interplay between the strategy objectives is greater among the first two priorities** (equal economic independence and equal pay for equal work and work of equal value) as problems regarding women's participation in the labour market and their equal pay are closely interdependent. For instance, segregation and discrimination in the labour market reinforce the gender division of family burden and roles in households, which affect decisions that influence labour market participation and conditions. Furthermore welfare provisions, gender pay gaps, and employment and educational segregation may reduce women's participation in the labour market and often result in higher poverty risks and lower pension income for women. Therefore, actions such as the work-life balance, gender equality in education and training, women entrepreneurship, transparency and equality of pay contribute to the achievement of both priorities.

The **two priorities are also closely linked to the last strategy priority** (gender equality in external action) which extends objectives/actions pursued/implemented in this field beyond the EU borders to acceding countries and third and development countries.

Even though these **two priorities** do not include strong direct links to **gender equality in decision-making and dignity, integrity and the fight against gender-based violence**, they **are complementary to these latter priorities**. For instance, women suffering violence could be driven out of the labour market. Conversely, greater economic independence helps women affected by violence to abandon dangerous situations that impact on their working conditions.

Thus, fighting this phenomenon brings positive effects not only on the overall wellness of women, but also on their level of employment.

Women's economic independence and equal work and work of equal value are also **complementary with the third Strategy objective, equality in decision-making**. For instance, the fact that many women work part-time or under atypical contracts not only affects their level of pay, but can also have a negative impact on their career development and promotion prospects. Therefore actions promoted within the priority

“equal work and work of equal value”, such as improving the work-life balance, promoting equality at the workplace, modernizing the working culture and the working conditions, reducing the impact of part-time arrangements and fixed term contracts on the equality of pay between women and men, can result both in equal pay for equal work for women and men and increased possibilities to occupy top management positions.

The last strategy priority, gender equality in external action, is closely linked not only to the first two strategy objectives, but also to the priority “dignity, integrity and fight against gender-based violence”. Indeed, the actions put into place aim to extend the fight against gender-based violence, and in particular against trafficking in women and female genital mutilation in third countries, where these phenomena are more frequent.

2.1.2 The Strategy external coherence

After having examined the internal coherence of the Strategy, this chapter focuses on the external coherence of it, by analysing the cross-links between the EU Strategy, the BPfA, and the main EU policies, with a focus on their contribution to the achievement of the BPfA objectives.

In detail, the analysis of the coherence between the EU Strategy and the BPfA consists in assessing whether they address the same/similar objectives through similar/complementary actions.

The analysis of the coherence between the EU Strategy and the main EU policies provides insight on whether the objectives and priorities of the EU Strategy are coherent with the wider EU policy framework in its specific fields of action (i.e. employment and labour market policies; entrepreneurship; the fight against poverty; education and vocational training; healthcare and long term care; the fight against gender-based violence; and external policy). The main EU policies considered by the analysis include the EU 2020 Strategy, the EU 2014-2020 framework on the European structural and investments funds, the EU policies for fighting gender-based violence as well as other EU policies (i.e. gender equality in the EU foreign policy). The extent of the Strategy contribution (if any) to the achievement of the objectives set by the BPfA is also examined.

2.1.2.1 Coherence between the EU 2010-2015 Strategy and the BPfA

With the adoption of the 2010-2015 Strategy for equality between women and men, the EU also aims to contribute to achievement of the wider gender equality objectives of the Beijing Platform for Action. Indeed, a careful reading of both strategies reveals that they are highly coherent, especially with regards to the two strategy objectives in the field of the labour market, the fight against poverty, education and training, the fight against gender-based violence, women in decision-making and institutional mechanisms for the advancement of women. However, the two documents are not fully aligned. Indeed, there are still some BPfA areas that are less (or not at all) covered by the EU Strategy and in which coherence is to some extent lacking: women and armed conflict (E), human rights of women (I), Women and the media (J), Women and the environment (K) and the girl child (L).

The sections below summarize the common objectives of the BPfA and the EU strategy for each BPfA priority. A detailed overview of the coherence between the BPfA objectives and the EU Strategy priorities is provided in Table 9 in Annex 2.

- A. In the field of fighting against poverty, both the BPfA and the EU strategy aim at promoting actions that prevent women from falling into poverty and addressing the

needs and efforts of women in poverty by: ensuring equal access to resources; ensuring equal pay; supporting entrepreneurship and access to credit and/or other financial tools/institutions for women; and ensuring equal access to education and training. In addition, through its priorities in the field of gender equality in external actions, the EU aims at enlarging the fight against poverty outside the EU, in particular in the developing countries. Moreover, both the EU strategy and the BPfA promote research in the field of feminization of poverty. In particular, the EU strategy priorities "equal economic independence", "equal pay" and "gender equality in external actions" include measures that respond to the BPfA objectives in this field.

- B. In the field of education and training, both the BPfA and the EU strategy aim at ensuring equal access for women to education, training, vocational training and lifelong learning by eradicating/reducing illiteracy among women, promoting non-discriminatory systems of education and (vocational) training and lifelong learning and increasing women's participation in scientific and technological education. Moreover, the EU aims at extending its actions on gender equality in education and training also in the developing and acceding countries through the EU Strategy measures on gender equality in external actions. In particular, the EU strategy economic independence, equal pay and gender equality in external actions includes measures that respond to the BPfA objectives in this field.
- C. In the field of health, both the BPfA and the EU strategy (through its priority "dignity, integrity and an end to gender-based violence") aim at promoting gender-sensitive health policies, gender mainstreaming within health policies and programmes/policies addressing especially women's health and to ensure equal access for women and men to healthcare. Moreover, the EU strategy promotes these objectives also in developing countries through its priority gender quality in external actions.
- D. In the field of violence against women, both the BPfA and the EU strategy aim at taking action (legislation and policies) against gender-based violence, protecting the victims of violence, fighting against trafficking, promoting research on gender-based violence and awareness-raising campaigns. The EU strategy includes a specific priority addressing these objectives and responding, thus, to the BPfA requirements: "dignity, integrity and an end to gender-based violence". Furthermore, the EU Strategy priority "economic independence" makes provision for actions regarding the integration of migrants that address the issue of fighting women trafficking. In addition, the EU strategy priority "gender equality in external action" includes measures addressing the above objectives in developing countries.
- E. The coherence between the BPfA and the EU Strategy in the field of armed conflict is mainly related to promoting women's participation in conflict resolution and peace culture diffusion and to providing assistance to women refugees through the European Refugee Fund. However, the BPfA priorities in this field go beyond those promoted by the EU Strategy and include also: reducing excessive military expenditures and controlling the availability of armaments; promoting non-violent forms of conflict and reducing the incidence of human rights abuse in conflict situations; providing assistance to the women of colonies and non-self governing territories.
- F. The Women and the economy BPfA area presents the highest degree of coherence between the EU strategy priorities (in particular equal economic independence equal pay and gender equality in external actions) and the BPfA priorities. Both strategies aim at: ensuring equal access to resources and

employment for women; promoting women's economic rights and independence; supporting entrepreneurship and access to credit and/or other financial incentives for women; enhancing women's employment in scientific and technical fields; sustaining the creation of women's networks in various different economic fields; promoting women's participation in and equal access to vocational training and lifelong learning programmes; ensuring equal pay for women and men; ensuring reconciliation of work and family life as a precondition for equal participation in the labour market; eliminating occupational segregation and all forms of employment discrimination; and promoting the integration of women immigrants in the labour market. In addition, the EU strategy also promotes gender mainstreaming in the structural and investment funds (ESF, EARDF; EFF; ERDF) and other EU funds (such as EGF) that finance, among other things, employment related policies. Through the measures foreseen by the EU strategy priority "gender equality in external actions", the EU also mainstreams these objectives in its interventions in the developing and acceding countries.

- G. Women in power and decision-making BPfA area is characterised by a high level of coherence between the BPfA and the EU strategy objectives. Indeed, both strategies promote actions aiming at increasing women's participation in power structures and decision-making as well as their political participation. The EU strategy priority "Equality in decision-making" includes specific actions in this field. Moreover, the Strategy priority "gender equality in external action" provides for measures aimed at supporting women's participation in politics in the developing and acceding countries.
- H. The EU strategy shows close coherence with the BPfA area Institutional mechanisms for the advancement of women. Both strategies provided for the strengthening of institutional mechanisms for promoting gender equality, improvement in the collection of gender disaggregated data, promotion of researches on gender equality related issues and integration of the gender perspective in legislation, public policies and programmes as well as monitoring and evaluation of them. The EU Strategy priorities economic independence for women, equal pay, equality in decision-making and gender equality in external actions include actions consistent with the BPfA and addressing the above objectives. Moreover, the EU strategy provides for numerous horizontal priorities in support of these objectives: promoting full implementation of the Beijing Platform for Action (BPfA) including the development and updating of indicators, with the support of the European Institute for Gender Equality; reinforcing EU level cooperation with gender equality Ministers in the definition and implementation of gender equality policies; cooperating with EU Social Partners and civil society to enhance policy dialogue, notably through EU funding and exchange of experiences; exchanging good practices between MSs on key themes to contribute to a pool of ideas and expertise on gender equality; launching a Eurobarometer on gender equality in the EU to analyse citizens' perception and developments since 2009; improving European Commission's institutional mechanisms; EIGE actions on gender equality and gender mainstreaming data collection, data analysis and data publication; drafting a Gender Equality Index; creating a Virtual European Network on Gender Equality.
- I. The BPfA priority Human rights of women is mainly addressed by the EU Strategy priorities regarding gender equality promotion in external actions. However, the fact remains that equality between women and men is one of the rights enshrined in the EU Charter of Fundamental Rights.

- J. Women and the media and women and the environment are two BPfA areas not addressed by the EU Strategy.
- K. The coherence between the EU strategy and the BPfA area "the girl child" is mainly related to the promotion of gender equality in policies on education and training and the fight against gender-based violence.

2.1.2.2 Coherence between the EU 2010-2015 Strategy and the main EU policies

The priorities established by the EU Strategy are not only coherent with the main EU policies on social and economic development, but are often also internalized by most of these policies. In the last few years, the EU has, in fact, implemented numerous policies and initiatives that promote the economic independence of women, also through self-employment and entrepreneurship; their equal access to the labour market, to economic resources, and to education and training, with particular focus on vocational training and lifelong learning programmes; their equal pay and participation in decision-making processes. These issues are covered by the EU 2010-2015 Strategy for Equality between women and men. Moreover, it is expected that the EU 2010-2015 Strategy for Equality between women and men complements the EU actions on gender equality implemented within different policy frameworks such as the EU 2020 Strategy, the EU structural and investment funds, etc.

2.1.2.3 Coherence between the EU strategy on gender equality and the EU 2020 Strategy

However, the EU 2020 shows scant gender sensitivity: there is no explicit gender equality pillar and little attention is paid to gender equality in the flagship initiatives. Gender equality is promoted in some of the policies and flagships envisaged within the Strategy, even though specific targets are not always indicated. Such is the case, in particular, of employment, entrepreneurship and research and innovation policies which address two of the priorities of the Gender Equality Strategy: economic independence of women and equal pay.

The following sections show how the EU 2020 Strategy and its flagship initiatives intervene in these areas:

- The Strategy aims, in fact, to create more and better jobs, to achieve a higher employment rate for women as part of the overall employment target of 75% for all 20-64 years-old, and to ensure that there are 20 million fewer people in or at risk of poverty and social exclusion by 2020.
- The EU Agenda for new skills and jobs: A European contribution towards full employment⁴¹, promoted within the EU 2020, states that the EU MS can meet the EU 2020 targets, in particular for women, through four priorities: better functioning labour markets; a higher-skilled workforce; better job quality and working conditions; stronger policies to promote job creation and demand for labour. The Agenda provides, for instance, for inclusion of the gender equality perspective in flexsecurity policies.
- Women are also a specific target of many of the actions foreseen by the EU 2020 Employment package⁴². The Entrepreneurship 2020 Action Plan⁴³ specifies that both national and EU policies sustaining entrepreneurship should reach out to women, who have enormous entrepreneurial potential. Member states are invited to: design and implement national strategies for women's entrepreneurship; collect

⁴¹ http://ec.europa.eu/research/social-sciences/pdf/new-skills-and-jobs-in-europe_en.pdf.

⁴² <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52012DC0173&from=EN>.

⁴³ http://ec.europa.eu/enterprise/policies/sme/entrepreneurship-2020/index_en.htm.

gender-disaggregated data and produce annual updates on the state of women entrepreneurs nationally; implement policies enabling women to achieve an adequate work-life balance, by establishing appropriate and affordable care for children and elderly dependents, notably by taking full advantage of support options under the EAFRD, ERDF and ESF. The Commission, for its part, will create a Europe-wide on-line mentoring, advisory, educational and business networking platform for women entrepreneurs that will bring the current national ambassadors' and mentors' networks on-line to increase and expand their reach and support female entrepreneurship at the national and regional level by promoting the exchange of best practices between Member States.

- The 2020 Digital Agenda⁴⁴ supports presence of women in scientific careers and ICT jobs.
- The Social Investment Package 2020⁴⁵ maintains that barriers to women's and other underrepresented workers' participation in the labour market should be addressed. Interventions aiming at increasing women's participation in the labour market should also regard access to basic services, such as basic payment accounts, internet, transport, childcare, education and health. Furthermore it urges MSs to close the gender pay gap and address other barriers to women's participation in the labour market, also by encouraging employers to address workplace discrimination and offer reconciliation measures (such as childcare services), adapted workplaces, including ICT-based solutions, eAccessibility, diversity management, programmes for up-skilling and training, for the recognition of skills and qualification as well as mobility.
- The Europe 2020 strategy and its Flagship Initiatives put knowledge at the heart of the EU efforts to achieve smart, sustainable and inclusive growth. Even though the Strategy does not include gender targets in this area, women are a specific target when it comes to increasing participation in technical and digital education and training. The E-skills for the 21st century strategy⁴⁶ acknowledges that young people's interest in ICT and scientific and maths education is decreasing. Therefore, the strategy specifies that there is a need to communicate better with the public, especially young people, parents, teachers and women, and promotes actions that specifically address women, such as: exchanging information and good practices on Member State initiatives for the promotion of science, maths and ICT, role models, job and career profiles and perspectives as well as teacher training in the area of ICT skills and addressing gender issues in the technical and scientific areas; encouraging women to choose ICT careers by further promoting the "IT girls shadowing exercise" in cooperation with ICT companies. The participation of women in higher technical and scientific education is also a target of the EU Agenda for modernizing higher education systems⁴⁷, which acknowledges that tackling stereotyping and dismantling the barriers still faced by women in reaching the highest levels in post-graduate education and research - especially in certain disciplines and leadership positions - can liberate untapped talent. Furthermore, the Agenda foresees that one of the key policies to be addressed by MSs is implementation of the

⁴⁴ <http://ec.europa.eu/digital-agenda/internet-use-digital-skills-and-online-content>.

⁴⁵ [file:///C:/Users/admin/Downloads/COMM_Social-investment-package_en%20\(1\).pdf](file:///C:/Users/admin/Downloads/COMM_Social-investment-package_en%20(1).pdf).

⁴⁶ http://ec.europa.eu/enterprise/sectors/ict/e-skills/index_en.htm.

⁴⁷ http://ec.europa.eu/education/library/policy/modernisation_en.pdf.

recommendations of the Helsinki Group on Women in Science. Improvement of women's e-skills is also a priority in the EU Digital Agenda⁴⁸.

2.1.2.4 Coherence between the EU gender equality strategy and the European funds

The EU promotes the above-mentioned objectives also through its numerous funding schemes:

a) 2014-2020 European structural and investment funds

In the 2007-2013 programming period, around 3.2 billion euro from the structural funds were dedicated to investing in childcare facilities and to promoting women's participation in the labour market, with positive results, among which the increase (+4% for children under 3 years old and +5% for children between 3 years old and compulsory school age) in the number of children cared for in formal childcare facilities.⁴⁹

The new 2014-2020 structural and investment funds finance numerous initiatives aiming at promoting gender equality within social and economic sustainable development policies, even though with less emphasis than in the past:

- the 2014-2020 ESF finances initiatives aimed at combating all forms of discrimination and promoting equal opportunities and at promoting equality between men and women in all areas, including access to employment, career progression, reconciliation of work and private life and promotion of equal pay for equal work. Moreover, the ESF also provides funding for education and training initiatives.
- The 2014-2020 ERDF supports gender equality through financing interventions in the area of childcare facilities.
- The 2014-2020 EARDF states that women in rural areas should represent a priority in the national programmes financed by EARDF. EARDF funding should also support entrepreneurship for women in rural areas through the diversification of farms into non-agricultural activities and setting up and developing non-agricultural SMEs in rural areas. In detail, EARDF finances the following actions targeting women in rural areas: knowledge transfer and information actions, advisory services, farm management and farm relief services, investments in physical assets, farm and business development, basic services and village renewal in rural areas and cooperation.
- The 2014-2020 EMFF finances initiative to promote the role of women in fishing communities and networking and exchanging experiences and best practices among aquaculture enterprises or professional organisations and other stakeholders, including scientific and technical bodies or those promoting equal opportunities between men and women.

b) EASI finances gender equality through its Progress axis which supports initiatives promoting gender equality in employment and on the labour market and the axis regarding the Microfinance Facility for employment and social inclusion which supports women's entrepreneurship through ensuring their access to credit and other financial mechanisms.

⁴⁸ <http://ec.europa.eu/digital-agenda/internet-use-digital-skills-and-online-content>.

⁴⁹ EC, Commission Staff Working Document 2013 Report on the Application of the EU Charter of Fundamental Rights.

- c) European Integration Fund which mainly promotes initiatives favouring the integration of women migrants in the labour market and their access to education and training.
- d) Horizon 2020 which supports gender equality in scientific and ICT careers as well as in research.

2.1.2.5 Coherence between the EU gender equality strategy and EU policies on violence against women

Another area tackled with determination by the EU policies and at the same time by the EU Strategy for equality between women and men and the BPfA is fighting violence against women. In this area, the EU has recently adopted a specific package on the protection of victims, including victims of gender-based violence and a specific strategy for the eradication of trafficking in human beings, and in particular women. Moreover, the EU has also adopted a policy package on the elimination of female genital mutilation.

2.1.2.6 Coherence between the EU gender equality strategy and other EU policies and legislation

The above-mentioned EU policies are complemented by EU hard and soft legislation that tackle the objectives sustained by the EU Strategy for Equality between Women and Men and the BPfA, mainly with regard to women's economic situation and access to the labour market, women's presence in top management positions and political life and the fight against gender-based violence. Some of the most relevant legislative acts⁵⁰ include:

- Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive of 11 December 1986⁵¹;
- Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive of 3 June 1996⁵²;
- Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)⁵³;
- Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in access to and supply of goods and services⁵⁴;
- Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in safety and health at work for pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC) amended by the Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007⁵⁵;

⁵⁰ http://ec.europa.eu/justice/gender-equality/law/index_en.htm.

⁵¹ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2010:180:0001:0006:en:PDF>.

⁵² <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2010:068:0013:0020:en:PDF>.

⁵³ <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32006L0054&from=EN>.

⁵⁴ http://europa.eu/legislation_summaries/employment_and_social_policy/equality_between_men_and_women/c10935_en.htm.

⁵⁵ <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01992L0085-20070627&from=EN>.

- Council Directive 79/7/EEC of 19 December 1978 on progressive implementation of the principle of equal treatment for men and women in matters of social security⁵⁶;
- Commission Recommendation C(2014) 1405 final on strengthening the principle of equal pay between men and women through transparency - March 2014⁵⁷
- COM(2008) 635 final Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions A better work-life balance: stronger support for reconciling professional, private and family life, 2008⁵⁸;
- COM(2007) 424 final Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions Tackling the pay gap between women and men, 2007⁵⁹

The table below provides an overview of the coherence between the main EU Strategy priorities, the main EU policies and their foreseen contribution to achieving the BPfA objectives. A more detailed table, including both policies and legislation, is included in Annex 2 (Table 12).

⁵⁶ http://europa.eu/legislation_summaries/employment_and_social_policy/equality_between_men_and_women/c10907_en.htm.

⁵⁷ http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/c_2014_1405_en.pdf.

⁵⁸ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2008:0635:FIN:en:PDF>.

⁵⁹ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2007:0424:FIN:en:PDF>.

Table 7: Cross-links between the EU Strategy, the main EU policies and BPfA

EU Strategy priorities	EU framework on gender equality												
	Main policies	BPfA areas ⁶⁰											
		1	2	3	4	5	6	7	8	9	10	11	11212
Economic independence of women	<ul style="list-style-type: none">• 2011-2020 European Pact for Gender Equality• Europe 2020 and, in particular: the <i>European platform against poverty and social exclusion</i>; <i>Digital Agenda</i>; <i>An Agenda for new skills and jobs: A European contribution towards full employment</i>;• Entrepreneurship 2020 Action Plan• Employment Package 2020• Employment guidelines• Small Business Act• Social Investment Package• Youth on the move• E-Skills for the 21st Century• Lifelong learning programmes such as Leonardo, Grundtvig• Romed Programme• EU Agenda for modernizing higher education system• European Year 2012 for Active Ageing and Solidarity between generations• Active Ageing• 2014-2020 ESF• 2014-2020 EAFRD• 2014-2020 EMFF• EU Programme for Social Change and Innovation (axis 3)• European Progress Microfinance Facility for employment and social inclusion• European Integration Fund• European Agenda for the Integration of Third Country Nationals• European Network of Mentors for Women Entrepreneurs• 2009-2013 The European Network of Female Entrepreneurship Ambassadors• European Network for rural development	***	**		**		***						**

⁶⁰ 1 – Women and Poverty; 2 – Education and training of women; 3 – Women and health; 4 – Violence against women; 5 – Women and armed conflict; 6 – Women and the economy; 7 – Women in power and decision-making; 8 – Institutional mechanisms for the advancement of women; 9 – Human rights of women; 10- Women and the media; 11 – Women and the environment; 12 – The girl child.

EU Strategy priorities	EU framework on gender equality													
	Main policies	BPfA areas ⁶⁰												
		1	2	3	4	5	6	7	8	9	10	11	11212	
Equal pay	<ul style="list-style-type: none">• 2011-2020 European Pact for Gender Equality• Europe 2020 and, in particular <i>ET 2020</i> and <i>Digital Agenda</i>• E-Skills for the 21st Century• Employment Package 2020 – with reference to the Grand Coalition for Digital Jobs• Equality pays off initiative• EU equal pay days• International Girls in ICT day• Science is a girl thing (awareness-raising campaigns)• Social Investment Package• 2014-2020 ESF• Horizon 2020	**	**				***							
Equality in decision-making	<ul style="list-style-type: none">• EU 2020• 2011-2020 European Pact for Gender Equality• Women on the Board Pledge for Europe Initiative• Europe for Citizens Programme• 2007-2013 Fundamental Rights and Citizenship Programme• Rights, Equality and Citizenship Programme for the period 2014 to 2020							***						
Dignity, integrity and an end to gender-based violence	<ul style="list-style-type: none">• EU Package on the protection of victims• EU Strategy towards the Eradication of Trafficking in Human Beings 2012–2016• EU policy package on the elimination of female genital mutilation (EU campaign on zero tolerance to female genital mutilation, website on female genital mutilation - http://ec.europa.eu/justice/gender-equality/gender-violence/eliminating-female-genital-mutilation/index_en.htm; knowledge collection on female genital mutilation through EIGE actions• Daphne III• Gender mainstreaming throughout the European Asylum Curriculum (EAC)• EU strategy Together for Health• European Innovation Partnership• European Year for Active Ageing and Solidarity between Generations• Gender as an horizontal issue in policies such as tobacco control, HIV/AIDS, European partnership for action against cancer• Asylum, Migration and Integration Fund• Social Investment package			***	***							***		

EU Strategy priorities	EU framework on gender equality													
	Main policies	BPfA areas ⁶⁰												
		1	2	3	4	5	6	7	8	9	10	11	112	12
Gender equality in external actions	<ul style="list-style-type: none"> Human Resources Development Operational Programme implemented within IPA EU Plan of Action on Gender Equality and Women's Empowerment in Development 2010-2015 Capacity4Dev EU EU Strategic Framework and Action Plan on Human Rights and Democracy Women connect across conflicts: building accountability for the implementation of UN Security Resolutions 1325, 1820, 1888, 1889 Humanitarian Wash Policy European Neighbourhood Instrument European Neighbourhood Partnership Instrument 	**	**	*	***	**	**	*	***	**				**

* =low; **=medium; ***=high; Direct = ; Indirect=

2.2. Strategy implementation: whether the Strategy was applied in full and delivered the envisaged results

Having analyzed the appropriateness of the EU Strategy in relation to the main gender equality issues in the EU, its internal consistency and its external coherence with both the wider EU policy framework and the BPfA, the evaluation moves on to assess its implementation and main achievements. This chapter thus provides some indications as to whether the EU Strategy is fully implemented as envisaged or if it has undergone changes or cancellations during the implementation process. Furthermore, it also provides details on the outputs and results achieved.

2.2.1 Implementation of the EU Strategy: actions changed or cancelled

The EU Strategy has been implemented entirely, with only a few minor changes and actions cancelled⁶¹. Below are summarized the actions changed/cancelled for each objective of the Strategy (further details are included in table 13 in Annex 2):

- Economic independence of women objective – all actions were implemented without changes, except for:
 - Supporting to the promotion of gender equality in the Europe 2020 strategy through the delivery of gender manuals. This action was cancelled as manuals were already available;
 - Promoting female entrepreneurship and self-employment by monitoring the implementation of state aid exemptions by MSs. The action was repealed as there is no obligation for the Member States to report on this, which makes monitoring impossible, according to the Commission.
 - Monitoring of the Directive on parental leave after the adoption of the legislative proposal on maternity protection and leave and the workshop with EESC.
- Equal pay for equal work and work of equal value objective – all actions were implemented without changes, except for:
 - Reviewing, in close cooperation with the European Social Partners, the impact of arrangements such as part-time work and fixed term contracts on equal pay, and the effectiveness of directives 97/81/EEC and 99/70/EC, implementing respectively the European social partner agreements on part-time work and on fixed-term contracts. The action is rescheduled due to the fact that an external expert study was launched in December 2011 to evaluate various aspects of the impact of part-time work and fixed-term contracts, and to assess the effectiveness of Directives 97/81/EEC and 99/70/EC. The results of the review were discussed in 2012 with the EU social partners.
- Equality in decision-making objective - all actions were implemented without changes, except for:
 - Monitoring and reporting on the achievement of gender balance targets set by the Decision 2000/407/EC. The action was repealed as the Decision 2000/407/EC

⁶¹ Commission staff working document: SWD(2013) 339 final, Mid-term review of the Strategy for equality between women and men (2010-2015), European Commission, http://ec.europa.eu/justice/gender-equality/files/strategy_women_men/131011_mid_term_review_en.pdf.

made provision for a review and a statistical report after three years. No further reports were foreseen by the Decision.

- Dignity, integrity and an end to gender-based violence objective - - all actions were implemented without changes, except for:
 - EU-wide strategy on combating violence against women. The action was repealed as the EU has already adopted a series of initiatives and legislation to combat violence against women.
 - Addressing gender issues in judicial training. The action was repealed as the EASO training curriculum for this category is in the early stages of development, according to the Commission.
 - Taking account of the gender aspects in the legislative work on ergonomics and work-related musculoskeletal disorders. The action was cancelled as DG EMPL, based on the results of an impact assessment, decided to halt preparation of a binding legal instrument.
- Gender equality in external actions – all actions were implemented without changes.

2.2.2 EU Strategy implementation: the main achievements

Over the years, the Strategy has achieved numerous outputs that will be presented briefly in the next paragraphs. More details on the Strategy outputs can be found in Table 13 in Annex 2.

2.2.2.1 Economic independence of women

Numerous Commission and EIGE reports show that women's participation in the labour market is still constrained by low demand and an inadequate mix of policies, resulting in a poor level of childcare facilities, limited access to flexible working arrangements and fiscal disincentives.

On this issue the Strategy contributed to the adoption of relevant legislative measures and policies encouraging women to enter and remain in the labour market and supporting them in this, to develop their entrepreneurship potential, to accede to working sectors such as ICT and those related to the green economy and to improve their education and training level.

With regard to labour market and employment policies, it is worth mentioning that gender equality is among the main EU 2020 policies on this issue: the EU agenda for new skills and jobs; Employment Package 2020 and Employment guidelines; Staff Working paper on Flexicurity; Digital Agenda; Youth on the move.

Moreover, in both the 2013 and 2014 European Semesters, the Commission addressed several recommendations to MSs in the framework of the EU 2020 Strategy monitoring, urging them to promote the participation of women in the labour market and gender equality. For instance, in 2014 the Commission delivered specific recommendations to 10 MSs demanding them to increase access to childcare facilities and flexible working arrangements, and to take steps to eradicate gender segregation on the labour market.

To enhance access to economic resources and the labour market for women, the Commission took action to liberate women's untapped entrepreneurship potential. Thus, gender equality is an integral part of the Entrepreneurship 2020 Action Plan and the Small Business Act constituting the EU framework for entrepreneurship policies. Moreover,

the Commission supported the creation of the European Network of Female Entrepreneurship Ambassadors and the European Network of Mentors for Women Entrepreneurs. It also created Women entrepreneurship website (http://ec.europa.eu/enterprise/policies/sme/promoting-entrepreneurship/women/portal/index_en.htm).

The Commission supports women's economic independence also through the mainstreaming of gender equality in the EU funding. Thus the ESF finances initiatives aimed at favouring women's participation in the labour market, also through entrepreneurship. ERDF can be used for improving childcare facilities, etc. EARDF also favours rural women's participation in the labour market through initiatives in female entrepreneurship. The EFF supports women's participation in the fishery labour market. The EU Programme for Social Change and Innovation and the European Progress Microfinance provides funds for initiatives encouraging female entrepreneurship. The Social Investment Package funds projects and initiatives on reconciliation between work and private life, as for instance through access to flexible working arrangements.

Besides policies and funds, the EU action in ensuring women's economic independence also includes legislative measures and policy documents. Some of the most relevant adopted in the framework of the 2010-2015 Strategy are:

- Directive 2010/18/EU implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC and follow-up of its transposition⁶²;
- Directive 2010/41/EU on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC and follow up of its transposition (2012 workshop on its transposition)⁶³;
- Council Decision 2014/51/EU authorising Member States to ratify the International Labour Organisation 2011 Convention concerning decent work for domestic workers (Convention No. 189)⁶⁴;
- COM(2012) 55 final White Paper An Agenda for Adequate, Safe and Sustainable Pensions⁶⁵;
- Commission Recommendation C(2013) 778 final of 2013 "Investing in children: breaking the cycle of disadvantage"⁶⁶;
- Communication COM (2011) 66 of 2011 "Early childhood education and care: providing all our children with the best start for the world of tomorrow"⁶⁷, etc.

In addition, in order to enhance women's access to the labour market and economic resources, the 2010-2015 Strategy promoted gender mainstreaming in EU policies on education and training.

Several EU reports show that, while overall women show a high rate of participation in education, they are less likely to participate in scientific and digital education/training and, therefore, to accede to more profitable jobs in the future. On this issue, the 2010-2015 Strategy pushed for the mainstreaming of the gender equality perspective in all the EU

⁶² <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2010:068:0013:0020:en:PDF>.

⁶³ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2010:180:0001:0006:en:PDE>.

⁶⁴ file:///C:/Users/admin/Downloads/Proposal_Convention_Domestic_Workers_EN.pdf.

⁶⁵ [file:///C:/Users/admin/Downloads/WP-Pensions_EN%20\(1\).pdf](file:///C:/Users/admin/Downloads/WP-Pensions_EN%20(1).pdf).

⁶⁶ http://ec.europa.eu/justice/fundamental-rights/files/c_2013_778_en.pdf.

⁶⁷ http://europa.eu/legislation_summaries/education_training_youth/lifelong_learning/ef0027_en.htm.

policies on digital and scientific education/training and high education: Skills For The 21st Century: Fostering Competitiveness, Growth And Jobs⁶⁸; EU Agenda for modernizing higher education system⁶⁹; EU Digital Agenda⁷⁰; Bruges Communiqué⁷¹, mainstreaming the gender dimensions in the EU long-term targets for VET in Europe. Moreover, the 2010-2015 Strategy also pushed for improvement in the educational level of disadvantaged women such as Roma: the EC/COE joint Romed Programme for mediation in school, culture and health emphasizes the value of education for young girls. In the interest of boosting women's participation in lifelong programmes, gender equality is an integral component of EU programmes in this field such as Leonardo and Grundtvig.

However, despite the numerous achievements of the 2010-2015 Strategy in supporting women's access to the labour market and the progress made in recent years, the 2013 Report on the application of the EU Charter of Fundamental Rights⁷² specifies that, while the target of 75% of persons in employment set by the EU 2020 Strategy has almost been reached for men, it will take almost 30 years for women to reach it.

2.2.2.2 Equal pay for equal work and work of equal value

As acknowledged by different studies, women's lower pay is one of the obstacles to equality for women on the labour market. Achieving equal pay is one of the essential priorities of the 2010-2015 Strategy.

In this field, the Strategy aimed at increasing awareness of enterprises and, more in general, of citizens on the issue of gender pay gap through numerous awareness-raising activities such as the Equal Pay Days⁷³ organized in 2011, 2012 and 2013.

Furthermore, the initiative "Equality pays off"⁷⁴ was launched with the objective of supporting companies to improve equal pay for women and men by organizing training activities of companies in 34 European countries and a Business Forum in 2013 for exchanging practices and knowledge on how to best foster gender equality. 165 representatives of companies, multiplier organisations and institutions participated in the Forum.

A website dedicated to the gender pay gap⁷⁵ was also created and the Commission has been continuously updating brochures and press material on this issue.

Moreover, within the Strategy, numerous studies and Commission reports, analysing the situation of gender pay gap in EU MS, have been published: 2013 Report on the application of Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)⁷⁶; 2014 brochure Tackling the gender pay gap in the European Union⁷⁷; Review on female labour market participation (EMCO Multilateral Surveillance conclusions)⁷⁸; etc.

In order to achieve equal pay, the Strategy also favours women's participation in innovative sectors such as ICT and the green economy. Some of the most relevant outputs in this field include:

⁶⁸ http://ec.europa.eu/enterprise/sectors/ict/e-skills/index_en.htm.

⁶⁹ http://ec.europa.eu/education/library/policy/modernisation_en.pdf.

⁷⁰ <http://ec.europa.eu/digital-agenda/internet-use-digital-skills-and-online-content>.

⁷¹ http://ec.europa.eu/education/policy/vocational-policy/doc/brugescom_en.pdf.

⁷² http://ec.europa.eu/justice/gender-equality/files/swd_2014_142_en.pdf.

⁷³ <http://equal-pay-day.com/index.php?id=4&L=1%27%20onfocus%3DblurLink%28this%29%3B>.

⁷⁴ http://ec.europa.eu/justice/gender-equality/equality-pays-off/index_en.htm.

⁷⁵ http://ec.europa.eu/justice/gender-equality/gender-pay-gap/index_en.htm/

⁷⁶ http://ec.europa.eu/justice/gender-equality/gender-pay-gap/files/131209_directive_en.pdf.

⁷⁷ http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/140319_gpg_en.pdf.

⁷⁸ file:///C:/Users/admin/Downloads/Draft%20Conclusions%20EMCOMLS%20310513_Rev1.pdf.

- Mainstreaming of gender equality within the EU Digital Agenda⁷⁹ which details specific actions to boost women's presence in the ICT sector;
- Mainstreaming of the gender equality within the E-Skills for the 21st Century strategy⁸⁰ which provides for improvement of women's ICT skills and their participation in ICT jobs;
- 2012 Joint Report of the Council and the Commission on the implementation of the Strategic Framework for European cooperation in education and training (ET 2020)⁸¹, including analyses of the situation of women in education and training;
- 2014 Davos Declaration on the Grand Coalition for Digital Jobs⁸²;
- Code of best practices for Women in ICT⁸³;
- International Girls in ICT Day awareness-raising campaign;
- Awareness-raising campaign "Science it's a girl thing"⁸⁴.

The Strategy also favours women's presence in research through:

- the creation of the Gender Innovation expert group;
- the realization of a gender toolkit and training sessions held in 15 MS;
- projects on modernizing the working culture and working conditions in research institutes: FESTA, STAGES, GENOVATE and Gender Time;
- conferences and seminars such as the 2010 conference for the presentation of the results of the study "Meta – analysis of gender and science research";
- reporting on gender equality in research: Structural change in research institutions: enhancing excellence, gender equality and efficiency in research and innovation⁸⁵; report on Genderace⁸⁶; FEMCIT reports⁸⁷; etc.

The Strategy addresses the equal pay issue also through funding initiatives on gender pay gap in the framework of the 2014-2020 ESF, the Social Investment Package and Horizon 2020.

Moreover, several legislative measures and policy documents have been adopted/drafted within the Strategy, such as:

- EC Recommendation C(2014) 1405 final on strengthening the principle of equal pay between women and men through transparency⁸⁸
- COM(2013) 861 final Report on the application of the Directive 2006/54/EC on equal treatment of men and women in employment and occupation⁸⁹
- Guidelines on the application of Council Directive 2004/113/EC to insurance, in the light of the judgment of the Court of Justice of the European Union in Case C-236/09 (Test-Achats) (Text with EEA relevance) (2012/C 11/01)⁹⁰

⁷⁹ <http://ec.europa.eu/digital-agenda/internet-use-digital-skills-and-online-content> .

⁸⁰ http://ec.europa.eu/enterprise/sectors/ict/e-skills/index_en.htm .

⁸¹ http://www.dges.mctes.pt/NR/rdonlyres/AF1FD821-0DF0-4AE8-8F60-FA77A05BB726/7801/RIC2012_.pdf .

⁸² <https://ec.europa.eu/digital-agenda/en/grand-coalition-digital-jobs-0>

⁸³ <http://ec.europa.eu/digital-agenda/en/news/code-best-practices-women-ict> .

⁸⁴ <http://science-girl-thing.eu/en> .

⁸⁵ http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf .

⁸⁶ <http://genderace.ulb.ac.be/> .

⁸⁷ <http://www.femcit.org/> .

⁸⁸ http://ec.europa.eu/smart-regulation/impact/ia_carried_out/docs/ia_2014/c_2014_1405_en.pdf .

⁸⁹ http://ec.europa.eu/justice/gender-equality/gender-pay-gap/files/131209_directive_en.pdf .

However, despite the achievements of the Strategy, much remains to be done in this field. In fact, the 2013 Report on the Application of the EU Charter on Fundamental Rights⁹¹ stresses that, despite a decrease in the gender pay gap (from 17.3% in 2008 to 16.4% in 2012), it will take more than 70 years to achieve equal pay, assuming continuous decrease at the same rate.

2.2.2.3 Equality in decision-making

Improving gender balance in senior positions in the economic and public sectors and in politics is considered essential for improving European democracies and economics. With the adoption of the 2010-2015 Strategy, the Commission promoted target initiatives to improve gender diversity in firms, prompting actions on this issue across Europe. In 2011, the Commission launched the initiative Women on the Board Pledge for Europe⁹², which represents a voluntary commitment by publicly listed companies to increase women's presence on corporate boards to 30% by 2015 and to 40% by 2020. In 2012, 24 public listed companies agreed to the Pledge. In 2012, the Commission promoted a consultation on gender imbalance in companies and published the Progress report on Women in economic decision-making⁹³.

Moreover, several legislative measures⁹⁴ have been adopted in the framework of the Strategy since 2010, such as:

- COM (2012) 615, Proposal for a Directive of the European Parliament and the European Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures⁹⁵;
- COM (2012) 740, 2012 Action Plan on European company law and corporate governance⁹⁶;
- COM (2011) 164, Green paper on EU corporate governance framework⁹⁷;
- SEC (2011) 246, Commission Staff Working Document "The gender balance in business leadership"⁹⁸.

In addition, in order to sustain women's participation in top management positions within the Commission, Action Plans have been adopted for all the EC DGs in order to reach the EU targets on women's presence in management positions.

Women's participation in politics is also a priority of the Strategy, which mainstreamed it within the following EU funding programmes: Europe for Citizens Programme⁹⁹, the 2007-2013 Fundamental Rights and Citizenship Programme¹⁰⁰ and 2014-2020 Rights, Equality and Citizenship Programme¹⁰¹.

According to the 2013 report Progress on equality between women and men in 2013¹⁰², the intense debate and regulatory pressure resulted in an increase in women's presence

⁹⁰ http://ec.europa.eu/justice/gender-equality/files/com_2011_9497_en.pdf.

⁹¹ http://ec.europa.eu/justice/gender-equality/files/swd_2014_142_en.pdf.

⁹² http://europa.eu/rapid/press-release_MEMO-11-124_en.htm.

⁹³ http://ec.europa.eu/justice/gender-equality/files/women-on-boards_en.pdf.

⁹⁴ http://ec.europa.eu/justice/gender-equality/files/strategy_women_men/131011_mid_term_review_en.pdf.

⁹⁵ http://ec.europa.eu/justice/gender-equality/files/womenonboards/communication_quotas_en.pdf.

⁹⁶ <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52012DC0740&from=EN>.

⁹⁷ http://ec.europa.eu/internal_market/company/docs/modern/com2011-164_en.pdf.

⁹⁸ http://www.eurosfairer.prd.fr/7pc/doc/1299060046_sec_2011_0246_en.pdf.

⁹⁹ http://ec.europa.eu/citizenship/europe-for-citizens-programme/index_en.htm.

¹⁰⁰ http://ec.europa.eu/justice/fundamental-rights/programme/fundamental-rights-programme/index_en.htm.

¹⁰¹ http://ec.europa.eu/justice/grants1/programmes-2014-2020/rec/index_en.htm.

¹⁰² http://ec.europa.eu/justice/gender-equality/files/annual_reports/141002_report_progress_equality_between_women_men_2013web_en.pdf.

in economic decision-making: in 2013, half of the MSs have more than 25% on female board members compared to only 2 MSs in 2003. However, the report underlines that, despite the progress achieved in this area, men still outnumber women in senior positions both in politics and in business.

2.2.2.4 Dignity, integrity and an end to gender-based violence

The 2010-2015 Strategy took a determined stance against female genital mutilation and violence against women. In this field, the Strategy supported the implementation of legislative measures and policies:

- Directive 2012/29/EU¹⁰³ establishing minimum standards on the rights, support and protection of victims of crime, replacing Council Framework Decision 2001/220/JHA;
- Directive 2011/99/EU¹⁰⁴ on the European protection order, which makes provision that restraining and protection orders issued in one EU country are available across all the EU MSs;
- Directive 2011/36/EU¹⁰⁵ on preventing and combating trafficking in human beings;
- Directive 2011/92/EU on combating the sexual abuse and sexual exploitation of children and child pornography, which provides a set of measures for prevention and to support and protect the child victims of sexual abuse and sexual exploitation, punishing the perpetrators;
- Resolution ;
- Regulation 606/13/EU on Mutual Recognition of Civil Law Protection Measures¹⁰⁶;
- COM(2012) 286 final EU Strategy towards the Eradication of Trafficking in Human Beings 2012–2016¹⁰⁷;
- COM(2013) 833 final Towards the elimination of female genital mutilation¹⁰⁸;
- EU policy package on the elimination of female genital mutilation, including:
 - ✓ the EU campaign on zero tolerance to female genital mutilation, website on female genital mutilation¹⁰⁹
 - ✓ 2013 roundtable on FGM chaired by Vice-President Reding
 - ✓ 2013 conference Eliminating Violence against Women in Europe — Intersectoral Approaches and Actions
 - ✓ EIGE web site on eliminating female genital mutilation: <http://eige.europa.eu/content/female-genital-mutilation>
 - ✓ 2013 EIGE report Study on international activities in the field of data collection on gender-based violence across the EU¹¹⁰

¹⁰³ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2012:315:0057:0073:EN:PDF> .

¹⁰⁴ http://ec.europa.eu/justice/criminal/files/directive_2011_99_on_epo_en.pdf .

¹⁰⁵ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2011:101:0001:0011:EN:PDF> .

¹⁰⁶ http://ec.europa.eu/justice/gender-equality/files/swd_2014_142_en.pdf .

¹⁰⁷ http://ec.europa.eu/home-affairs/doc_centre/crime/docs/trafficking_in_human_beings_eradication-2012_2016_en.pdf .

¹⁰⁸ http://ec.europa.eu/justice/gender-equality/files/gender_based_violence/131125_fgm_communication_en.pdf

¹⁰⁹ <http://www.endfgm.eu/en/tracking-europes-response/european-union/european-commission> .

¹¹⁰ <http://eige.europa.eu/content/document/international-activities-on-data-collection-on-gender-based-violence-across-the-EU> .

- 2013 EIGE report on Female Genital Mutilation in Europe and Croatia¹¹¹
- 2012 EIGE report Violence against Women - Victim Support¹¹²
- 2012 EIGE report Collection of methods, tools and good practices in the field of domestic violence (as described by area D of Beijing Platform for Action)¹¹³
- EIGE database on domestic violence¹¹⁴.

Furthermore, the 2010-2015 Strategy fights violence against women also through EU funding: the Justice Programme; the Rights, Equality and Citizenship Programme 2014-2020; the Asylum, Migration and Integration Fund; Progress; and Daphne III.

Besides actions to counter violence against women, the Strategy also promotes actions to enhance gender equality in the health field. Since 2010, the Strategy has achieved a number of goals in this field¹¹⁵:

- gender mainstreaming within the EU Occupational Safety and Health (OSH) Strategic Framework 2014-2020¹¹⁶ – women are a specific target of the actions foreseen by the Strategy;
- gender mainstreaming within the EU strategy Together for Health¹¹⁷ and the European Innovation Partnership on Active and Healthy Ageing¹¹⁸;
- gender as an horizontal issue in policies such as tobacco control, HIV/AIDS, European partnership for action against cancer;
- gender mainstreaming within the European Year for Active Ageing and Solidarity between Generations¹¹⁹;
- 2011 report The State of Men's Health in Europe¹²⁰.

2.2.2.5 Gender equality in external actions

The Strategy promotes gender equality and women's empowerment also outside the EU, in candidate countries, European Neighbourhood Policy partner countries and third countries. Several projects promoting gender equality in these countries were sustained by the Strategy. A detailed overlook is included in Table 13 in Annex 2.

Besides financing projects, the Strategy action in this field also includes developing an overall framework promoting gender equality outside EU countries.

The 2010-15 EU Plan of Action on Gender Equality and Women's empowerment in Development underlines the commitment of the Commission, the European External Action Service and the MSs to supporting developing countries to advance women on the route to equal rights and empowerment. The 2013 monitoring report specifies that the number of sectors using sex-disaggregated indicators increased in 2013, including: water, sanitation, agriculture, forestry, regional development, environment and public finance.¹²¹

¹¹¹ <http://eige.europa.eu/sites/default/files/EIGE-Report-FGM-in-the-EU-and-Croatia.pdf> .

¹¹² <http://eige.europa.eu/sites/default/files/Violence-against-Women-Victim-Support-Report.pdf> .

¹¹³ <http://eige.europa.eu/content/domestic-violence> .

¹¹⁴ <http://eige.europa.eu/content/domestic-violence> .

¹¹⁵ http://ec.europa.eu/justice/gender-equality/files/strategy_women_men/131011_mid_term_review_en.pdf .

¹¹⁶ <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52014DC0332> .

¹¹⁷ http://ec.europa.eu/health/ph_programme/documents/prog_booklet_en.pdf .

¹¹⁸ European Innovation Partnership.

¹¹⁹ http://www.age-platform.eu/images/stories/EN/ey2012_joint_leaflet-en.pdf .

¹²⁰ http://ec.europa.eu/health/population_groups/docs/men_health_report_en.pdf .

¹²¹ EC, Commission Staff Working Document 2013 Report on the Application of the EU Charter of Fundamental Rights.

The EU Strategic Framework and Action Plan on Human Rights and Democracy aims at improving the quality and effectiveness of humanitarian assistance by promoting actions that effectively answer to the needs of women, girls, boys and men. The Plan includes various different priorities directly tackling some of the priorities of both the EU Strategy (dignity, integrity and an end to gender-based violence; gender equality in external actions) and the BPfA (violence against women; women and armed conflict; human rights of women):

- Ensuring human rights underpin the external dimension of work in the area of freedom, security and justice, and in particular: ensuring that human rights issues, including women's enjoyment of human rights, are taken into account in Freedom Security and Justice sub-committees with third countries;
- Reflecting human rights in conflict prevention and crisis management activities, and in particular: systematically include human rights, child protection, gender equality – and international humanitarian law where relevant – in the mandates of EU missions and operations and in their benchmarks, planning and evaluation;
- Protecting the rights of women, and protection against gender-based violence: conducting a targeted campaign on political and economic participation of women with special focus on countries in transition; supporting relevant initiatives against harmful traditional practices, in particular FGM; promoting the prevention of early and forced marriages affecting children; implementing the nine specific objectives of the EU Plan of Action for Gender Equality and Women's Empowerment in Development 2010-15; supporting initiatives, also at the civil society level, against gender-based violence and femicide.

Furthermore, the Plan also includes priorities that indirectly tackle the EU and BPfA objectives in the field of gender equality:

- Ensuring human rights underpin the external dimension of work in the area of freedom, security and justice, and in particular: developing a list of priority countries and regions for future partnership in the area of the fight against human trafficking;
- Incorporating human rights in all impact assessment;
- Universal adherence;
- A culture of human rights and democracy in EU external action;
- Achieving greater policy coherence;
- Respect for economic, social and cultural rights;
- Working towards a rights based approach in development cooperation;
- Making trade work in a way that helps human rights;
- Ensuring the protection of human rights in the external dimension of employment and social policy;
- Effectively supporting human rights defenders;
- Promoting and protecting children's rights;
- Guaranteeing enjoyment of human rights by LGBT persons;
- Implementing the UN guiding principles on business and human rights;
- Reinforcing mechanisms for human rights.

Moreover, a gender-age marker was created in order to foster and track gender- and age-sensitive programming, to be applied to all funded actions from 2014 on.¹²²

The 2013 European Neighborhood Policy Package, focuses on progress made in implementing the partner countries' reform agenda and maintains that there is still much to do in East and South ENPI countries, observing that the transposition process and constitutional reform should not hinder progress on gender equality in the law and society.

Furthermore, through its annual Progress monitoring reports of pre-accession countries, the European Commission assesses the transposition of the EU legislation on gender equality and sustains them in improving the transposition process and ensuring gender equality.

2.3. Strategy monitoring and evaluation process: whether the Strategy's monitoring, evaluation and reporting tools were effective

The Strategy for equality between women and men represents the European Commission's work programme on gender equality for the period 2010-2015.

Every year – through the drafting of a Report on Equality between women and men – the Commission provides a detailed report on the progress being made in equality between women and men in Europe¹²³.

The reports are structured around the six priorities of the European Commission's Strategy for equality between women and men 2010-15 and usually provide an overview of the main EU policy and legal developments on gender equality during the last year. They also identify and mention specific interesting and innovative examples of policies and actions carried out in Member States, analyse recent trends, on the basis of scientific evidence and key indicators that shape the debate on gender equality, and include statistical annexes with detailed information on national performances.

In order to support the monitoring progress, the Strategy identifies for each key action, the outputs to be produced, the body responsible and the timing.

The division of responsibility among the Commission services is clearly stated within the Strategy. Each Commission Directorate is in fact responsible for the promotion of gender equality in the policy area on which it has formal and specific competences. The DGs will regularly monitor the actions that have been carried-out to implement the strategy and report annually to the secretariat of the inter-services group (up-dating the list annexed to the strategy for equality between women and men). The DGs are also responsible for evaluation of the outcome of gender equality promotion as part of the regular evaluations of their policies. This is usually carried out following two different approaches: (1) conducting separate evaluations of the gender dimension of certain policy areas and/or separate policy instruments, or (2) through integration of the gender perspective in the regular sector specific evaluations.

Gender equality considerations are included in the Commission's Impact Assessment Guidelines as part of the assessment of social impacts¹²⁴. In particular under the heading 'Gender equality, equality treatment and opportunities, non-discrimination' the Guidelines

¹²² EC, Commission Staff Working Document 2013 Report on the Application of the EU Charter of Fundamental Rights.

¹²³ SEC(2011) 193 final; SWD (2012) 85 final; SWD (2013) 171 final

¹²⁴ http://ec.europa.eu/governance/impact/key_docs/key_docs_en.htm.

identify a number of questions that should be considered. Issues relating to gender may also arise under other headings covered in the Guidelines such as Fundamental Rights, particularly Article 23 on gender equality.

An inter-services group is then demanded for the monitoring and reporting of the Commission's activities regarding gender equality through the drafting of the Annual Reports. The Inter-service Group on equality between women and men (ISG) was set up in 1995 as a specific coordination structure devoted to achieving the Commission's gender equality policy objectives. Today, the ISG is managed by DG Justice and is instrumental in contributing to the Strategy's priorities and monitoring implementation of its specific actions. It consists of representatives from all services who have, in the majority of cases, a specific role in relation to gender equality (gender focal point or gender information point) and/or gender mainstreaming (gender mainstreaming official). The ISG serves as a forum for the exchange of information and best practices in the field of gender equality. It also works towards more effective gender mainstreaming and provides a platform for its members to advance their knowledge of gender mainstreaming and exchange expertise.

The secretariat of the inter-services group coordinates the annual monitoring and reporting of the actions carried-out providing a summary of the main developments in the Annual Report on Equality between Women and Men presented each year for the annual policy debate.

In addition to the annual Reports, the European Commission's Strategy for equality between women and men 2010-15 was reviewed in 2013 through a Mid-term review which complements the annual reports by providing information on the contribution of each Commission service and the European External Action Service (EEAS) to the implementation of the Strategy¹²⁵.

The mid-term review used as primary benchmarks for its assessment the 24 key actions announced in the Strategy. In doing so, it described and assessed progress achieved by the Commission services and the EEAS since the adoption of the Strategy and was accompanied by a detailed overview of the activities so far carried out. Moreover, the Mid-term review detailed the actions to be carried out by the Commission services and the EEAS between 2013 and 2015 and specified the objectives and timelines of the planned activities identifying those remaining gender gaps in each policy fields.

Although the Annual reports provide an overview of progress with regard to the Strategy five policy areas, a specific monitoring system is not in place. To this end, it is worth stressing that monitoring is the systematic collection and analysis of information as a programme/project progresses, with the aim of improving the efficiency and effectiveness of a project or organisation. It is based on targets set and activities planned during the planning phases of work. It helps to keep the work on track, and can let management know when things are going wrong. It enables personnel to determine whether the resources available are sufficient and are being well used, whether the capacity is sufficient and appropriate, and whether project participants are doing what was planned to do.

Evaluation of the Strategy, allowing not only to provide a judgment of actual results and effects against the agreed strategic plans (what it has been accomplished), but also to understand how results have been accomplished, also remains to be carried out.

¹²⁵ SWD(2013) 339 final.

Besides the role of Commissions DGs, also the European Institute for Gender Equality (EIGE) is committed to promoting the implementation of the strategy by the following actions:

- Support for the development and up-date of indicators in the critical areas of the Beijing Platform for Action (from 2011 to 2015).
- Creation of a documentation centre accessible to the public with existing statistics, data and information, functioning models and approaches to gender mainstreaming (2012).
- Support for the development of mainstreaming tools and methods (from 2011 to 2015).
- Development of a gender equality index (2012).
- Establishment of a virtual European Network on Gender Equality (2012).

Similarly, the European Union Agency for Fundamental Rights (FRA) provides expert advice to the EU institutions and Member States on a range of issues. Through the collection and analysis of data in the EU, the FRA assists EU institutions and EU Member States in understanding and tackling challenges in order to safeguard the fundamental rights of everyone in the EU. Its recent contribution to a better understanding of gender-based violence phenomenon was an important input to keep track of the progress and challenges in this important Strategy area.

However, also in this case no evaluation of the activities carried out by separate EU Agencies - such as EIGE and FRA – to complement and support Commission activities is envisaged, although it would be of great use in taking stock of the cooperation in place and how this contributes to the Strategy's effectiveness.

3. THE FUTURE STRATEGY: WHAT A POST-2015 EU STRATEGY FOR GENDER EQUALITY SHOULD BE LIKE. CONCLUSIONS AND RECOMMENDATIONS

This closing chapter presents the main conclusions and recommendations resulting from the analysis of EU documents and previous studies, as well as the opinions expressed by the experts invited to the FEMM workshop of 3 September on a new strategy for gender equality, an interview with Virginijia Langbakk, Director of EIGE, and the internal expertise of the research team.

Overall it is widely acknowledged that considerable results in many aspects of women's economic and social empowerment have been achieved since the launch of the EU Strategy.

However, despite the various initiatives implemented at both the policy and legislative levels, there is still a deeply entrenched gender inequality that persists as a result of discriminatory norms and practices, as well as cultural norms and gender stereotypes often reinforced by the media and social networks, resulting in violence against women and gender differences in access to health care, in employment and education, in poverty risks, and in economic and political decision-making.

The interplay between labour market and household conditions is particularly important in hindering gender equality in access to employment and economic resources. Segregation and discrimination in the labour market lead to rationalisation of the gender division of roles in households, affecting decisions that influence labour market conditions, such as investments in education and training, and the pattern of labour market participation and employment. Welfare provisions, tax (dis)incentives, gender pay gaps and employment segregation further reduce incentives for women's labour market participation and employment and are reflected in higher poverty risks and lower pension incomes for women.

Socio-economic and demographic trends reflected in the fragmentation of family models and individual patterns in the life cycle have produced new forms of fragility for as well as women as well as men that need to be addressed. Modern welfare systems only partially respond to these new needs, while the fiscal consolidation measures and reforms in social protection systems adopted in recent years by EU countries are likely to further aggravate gender inequalities, penalizing women's economic and social conditions given their interrupted careers and lower labour income, their greater dependence on welfare transfers and services, and their overrepresentation in public sector employment.

Gender inequalities and poverty risks are particularly persistent among those women facing multiple forms of economic and social exclusion, like immigrants (including refugees) and ethnic minorities, women with low educational attainment, elderly women and women with disabilities, single parents and women living alone. These women call for different policy responses depending on the stage of the life cycle and the multiple dimension of discrimination and exclusion they face.

The way EU Gender Equality strategies address these issues has changed over the years, reflecting the increased attention in the political agendas and debate on gender equality issues. The European institutions have represented an important driver in prompting and supporting gender equality strategies in Member States, influencing the way European countries have institutionalized gender equality within their policies strategies.

Initially, gender equality strategies focused on the labour market with legislation and regulatory measures on equal treatment of women and men in employment. In more recent years, under the pressure of socio-economic changes, intervention has been extended to other relevant fields for Gender Equality both in the labour market domain (non-standard employment, pay gaps, working time, work-life balance) and in other important domains: improved health care, eliminating violence against women, tackling segregation in education and training, enhancing economic and political decision-making, institutional and capacity building, and gender equality in external relations and international cooperation programmes.

However, the main issues considered are still very closely related to those that are already recognized as significant from a gender perspective in the public debate, while the gender mainstreaming approach is still far from being achieved in other policy domains, like environmental policies, transportation and competition policies, development and international trade policies, macroeconomic policies, and the media and communication policies that may affect women and men differently.

GE strategies also show an extension of the actions and measures implemented. It is generally recognized that gender inequalities are closely connected to cultural approaches and stereotypes and that a wide-scale, extensive use of communication and awareness-raising tools is essential to change “traditional” cultural views and fight gender stereotypes. There is thus an increasing focus on awareness-raising measures, campaigns and training, often targeting not only women but also men and workers in the judiciary, health care, educational and socio-economic systems in order to bring greater attention to bear on gender differences in access to and use of services.

The involvement of men in gender equality policies is another important feature of recent developments in gender equality strategies, as is the increasing attention to specific disadvantaged groups of women (for example immigrant and ethnic minority women such as the Roma).

Another important development is the increased awareness of the importance of data gathering, research developments, and monitoring and evaluation tools to support policy making and to design more effective policies on the basis of an evidence-based approach. EIGE has done considerable work since it became operational in 2010. However, in most of the other cases a clear definition of the objectives of the monitoring and evaluation activities and of the indicators to be considered is still lacking. The most common form of evaluation is assessment of the actions implemented, while Gender Indicators, Gender Impact Assessment (GIA) and Gender Budgeting (GB) tools are very rarely adopted in policy design and implementation either in the EU or in the national institutions. This result shows that despite a widespread acknowledgment that sex-disaggregated data and gender information is essential, the EU and national institutions are still lacking gender expertise, knowledge and experience, as well as resources to implement effective data gathering, gender monitoring and evaluation systems.

A positive element for the full application of the gender mainstreaming approach is the establishment of gender equality bodies in EU institutions (like the Gender Equality Unit in EC DG Justice, the FEMM Committee in the European Parliament, EIGE) and in most Member States and the involvement of civil society organizations like NGOs and the Social Partners, in strategic gender equality planning. Interdepartmental cooperation is also becoming more widespread in public institutions involved in GE strategies, even if still not sufficient.

Gender mainstreaming remains however weakly institutionalised even in the EU decision-making process. This is largely due to the lack of adequate resources (both

human and financial) and the weaknesses of institutional capacity in this field, although they are among the prerequisites for the success of the gender mainstreaming strategy. In addition, a tendency is recently emerging to reduce the resources allocated to gender equality bodies and to downgrade their position, so that gender equality bodies are not always part of the core decision-making machinery but tasked mainly with operational responsibilities rather than with a policy advising role (EIGE, 2013). A recent tendency is also to merge all grounds of discrimination, including discrimination based on sex within the promotion of civil rights and equal treatment for all with the risk of downgrading the profile of gender equality and gender mainstreaming in the policy agenda.

Another particularly critical issue lies in the funding of gender equality strategies and the fiscal consolidation and budget constraints imposed by the crisis, which are likely to further reduce the resources available for gender equality strategies and bodies. The case for gender equality is likely to become more difficult to make in times of crisis and low growth. The risk of the economic turndown "obscuring" gender equality issues is thus very strong and could lead to regression in target achievements.

Given these developments, the main conclusions and recommendations according to the evaluation questions are summarized in Table 8 and detailed in the sections below.

Table 8: Evaluation issues, main conclusions and recommendations

Evaluation issues	Main Findings	Main Recommendations
1.1 Key linkages between the 2010-2015 strategy and BPfA	<p>High for A (women and Poverty), F (women and the economy), D (Violence against women) and G (women in decision-making), H (institutional mechanisms).</p> <p>Low for women and armed conflict (E), human rights of women (I), Women and the media (J), Women and the environment (K) and the girl child (L).</p>	<ul style="list-style-type: none"> • The new Gender Equality Strategy should better address some of the BPfA areas of concern that, at the moment, are less considered but important for gender equality in the EU - such as women and the media (J) and women and the environment (K), and confirming and continuing support for women's human rights (I). • In its <u>external relations</u> the EU should focus on E (women and armed conflict), I (human rights of women) and L (The girl child).
1.2 Strategy effectiveness in complementing the GM approach and interacting with other EU policies	<ul style="list-style-type: none"> • Insufficient implementation of the GM approach at all stages of the EU policy cycle and in all policy areas. Limited gender sensitivity of the Europe 2020 strategy. • Little attention to GE in some important policy areas. 	<ul style="list-style-type: none"> • Make the GM approach more binding by mandatory adoption of GIA and GB tools in EU impact assessment procedures and budgeting process. • Introduce widespread training and technical support on GM in all EU institutions involved in EU policy making. • Address gender equality issues in new policy areas currently not greatly or not at all involved in GM.
1.3 Needs and problems still worth addressing	<p>Persisting or new issues to be addressed are:</p> <ul style="list-style-type: none"> • gender effects of demographic change and migration, • employment and educational segregation and stereotyping, • access to social protection and social security, • elimination of violence against women, • access to health care and long-term care. • communication policies and the role of media in contrasting gender stereotyping, • territorial development and competition policies, fiscal policies, transportation and environmental policies, research and innovation policies. 	<ul style="list-style-type: none"> • Address other policy domains increasingly important for gender equality within and beyond employment and social inclusion: pension reforms; cuts and restrictions in care related benefits/services; the tightening of eligibility criteria and cuts in housing benefits and welfare provisions; increases in fees for publicly subsidized services. • Address in a gender perspective health conditions; mobility, environment and energy issues, and the challenges posed by immigration and related cultural issues, as well as the role of women in the media in tackling gender stereotypes and discrimination. • Promote and support with adequate funds the creation of gender-relevant data, indicators and research in all policy fields.
1.4 Main changes produced by the Strategy	<ul style="list-style-type: none"> • All the actions envisaged by the Strategy have been launched without significant changes. 	<ul style="list-style-type: none"> • Address men as well as women. • Address the heterogeneity of women's and men's conditions, recognising the needs of population groups facing multiple forms of economic and social exclusion

Evaluation issues	Main Findings	Main Recommendations
implementation	<ul style="list-style-type: none"> • Numerous awareness-raising actions (including exchange of good practices), websites, tool kits and factsheets, studies and reports, training, etc. • Several legislative and non legislative measures have been launched in the framework of the Strategy. However, in some cases legislative iter is still on progress. 	<p>(immigrants, ethnic minorities, individuals with low educational attainment, the elderly and the disabled, single parents and women living alone).</p> <ul style="list-style-type: none"> • Mobilise women organisations in gender equality strategies. • Strengthen the salience of gender equality in the public debate in order to increase attention to and awareness of the importance of a gender perspective in all policy fields and to keep gender equality among policy priorities. • Support the legislative iter in order to smooth the approvment of legislative and non legislative measures.
2.1 The Strategy's main achievements and shortcomings; bottlenecks and needed mechanisms	<ul style="list-style-type: none"> • Main strengths of the Strategy: <ul style="list-style-type: none"> ✓ adoption of the dual approach, ✓ identification of priority areas of intervention, ✓ development of data gathering tools, ✓ exchange of practices for institutional learning. • Main shortcomings: <ul style="list-style-type: none"> ✓ lack of precise targets, timeline and responsibilities, ✓ lack of an effective monitoring and evaluation of progress achieved with the implemented actions, ✓ limited GM, especially in policy fields not seen as directly related to women and gender equality. • Main bottlenecks: <ul style="list-style-type: none"> ✓ lack of resources for an effective implementation of the strategy, ✓ limited power of the Gender Equality units in the EC and EP institutions to interact on the same level with the other decision-making bodies. 	<ul style="list-style-type: none"> • Improve the availability of sex disaggregated and gender-sensitive data. • Support further research on gender-relevant issues and gender-relevant indicators in all policy fields. • Continue to support good practice exchange on gender equality issues and policies. • Actions should be better tailored and specified with explicit reference to targets to be achieved, timeline and responsibilities. • Support the implementation of gender impact evaluations and effective gender budgeting systems for the all the main policy initiatives, including ongoing or future recovery plans and fiscal consolidation packages. • Create Gender Equality Units within all the EC DGs coordinated by a specific GE Directorate or by an horizontal body under the EC presidency.
2.2 Need for improvements in	<ul style="list-style-type: none"> • Institutional capacity appears weak, especially in relation to gender mainstreaming in policy 	<ul style="list-style-type: none"> • Strengthen the GE Units in the EC and in the EP both in terms of economic and human resources and in terms of their position in EU institutions policy making

Evaluation issues	Main Findings	Main Recommendations
institutional capacity	fields that do not directly involve women, but that may have important effects on gender equality.	<p>processes.</p> <ul style="list-style-type: none"> • Provide for greater and more effective cooperation between the European policy-making institutions and the technical support agencies. • Build in-house capacity on gender equality issues in EU institutions by: <ul style="list-style-type: none"> ✓ integrating a gender perspective in all EU training programmes; ✓ specific training in the use of GE tools like GIA and GB; ✓ continuous monitoring on progress in GM in EU institutions and policies; ✓ job descriptions and performance assessments involving gender competence, especially when hiring staff members for policy, research and operational positions. • Improve the communication and accountability of GM in EU policy areas and in EU institutions and make the use of GIA and GB mandatory in EU policy making and budgetary processes. • Cooperate with EIGE to improve the set of gender indicators and their quality and to support further research on gender relevant issues. Define the EC Strategy in connection with the developments in the BPfA. • Support the introduction of governance aspects within evaluation studies in order to understand how outputs and results are produced and which mechanisms (especially at the institutional and organisational level) need to be reinforced to enhance Strategy effectiveness. • Reinforce the capacity of staff in all DGs and at all levels through gender mainstreaming training courses. Providing staff at all levels with the required technical capacity to determine gender relevance and to integrate gender aspects into policies, regulatory measures and spending programmes is a prerequisite for putting gender mainstreaming into practice.
Indications for a post-2015 EU Strategy for Gender Equality		
3.1 New challenges	<ul style="list-style-type: none"> • New challenges interlinked with socio-demographic changes and the economic crisis are not fully considered. 	<ul style="list-style-type: none"> • Increase attention to new challenges: trafficking and migration; demographic change (including health issues) and social developments (increasing fragmentation of household models, employment patterns, etc.); education and research; engagement of men. • Improve gender analysis in different fields for effective mainstreaming: media and communication, territorial development, transportation, environment.

Evaluation issues	Main Findings	Main Recommendations
3.2 Strategy form and implementation tools	<ul style="list-style-type: none"> • The current EU Strategy does not indicate specific objectives, specific targets and monitoring and evaluation systems to be implemented. 	<ul style="list-style-type: none"> • The new Strategy for gender equality should take the form of an Action Plan with: <ul style="list-style-type: none"> ✓ clearly defined general and specific objectives and actions to be undertaken at both the EU and national level, ✓ targets to be achieved, ✓ guidelines and recommendations for EU Institutions and Member States, ✓ creation of specific coordination and monitoring mechanisms, responsibilities, timing, evaluation tools, earmarked financial resources for implementation. • The Strategy should be more EU wide and should more closely link to the EU policy framework for equality and other international engagements such as the BPfA. • The Strategy should involve more actively the MSs in order to produce real changes on current gender inequalities. • The mix of legislative and non-legislative measures should be based on a very clear analysis of needs and policy evaluation results in each policy area.
3.3. Role of EU institutions	<ul style="list-style-type: none"> • Not attributing precise responsibilities, the current Strategy does not call for an adequate commitment on the part of the MSs and the other EU Institutions (the Council and the Parliament), necessary for its concrete implementation. 	<ul style="list-style-type: none"> • All EU institutions should confirm their commitment to mainstream Gender Equality in the policy fields of their competence by: <ul style="list-style-type: none"> ✓ adopting the GM tools in the policy making processes ✓ contributing, according to their competences, to incorporating targets relating to key aspects of the EIGE Gender Equality Index (GEI) into key policy areas, ✓ monitoring EU progress against the GEI and the datasets which underpin it. ✓ build in-house capacity on gender equality issues ✓ cooperating with EIGE and other EU agencies to improve the quantity and quality of sex-disaggregated data and support further research on gender-relevant issues. • The European Parliament should: <ul style="list-style-type: none"> ✓ Reinforce its GE Unit in terms of both financial and human resources and position in the EU decision-making structure, ✓ increase its role in working with the EU in defining specific priorities for intervention and specific actions, ✓ suggest that the next Strategy for Equality become part of the EU2020, ✓ ask that the GE strategy and its mainstreaming be part of the EU semester and recommend capacity building and greater investments (budget and

Evaluation issues	Main Findings	Main Recommendations
		<p>human resources) in European and MSs gender equality bodies,</p> <ul style="list-style-type: none"> ✓ monitor and evaluate the correct implementation of EU legislation in the field of gender equality. • The European Commission should: <ul style="list-style-type: none"> ✓ reinforce its GE Unit in terms of both financial and human resources and position in the EC decision-making structure, ✓ create a GE Unit in all the DGs (moving from current GE referents), ✓ produce Annual Reports on Progress on Equality between Women results-oriented and tracking progress as well as annual comparison, ✓ provide concrete recommendations to MSs to contrast gender inequalities and still persistent gender gaps, ✓ earmark EU funds for gender equality. • The Council of the European Union through its gender equality machinery and strategy should: <ul style="list-style-type: none"> ✓ reinforce recommendations for Member States, ✓ monitor how its conclusions have been effectively implemented. • The Member States should: <ul style="list-style-type: none"> ✓ provide annual implementation reports on GE and indicate how they are addressing the Strategy priorities.

3.1. Strategy appropriateness and comprehensiveness

Which are the key linkages between 2010-2015 Strategy and BPfA?

Conclusions

- Key linkages between the 2010-15 Strategy and the BPfA relate especially to women's economic empowerment, fighting violence against women, and women in decision-making. Analysis of the external coherence between the EU 2010-2015 Strategy and the BPfA reveals that they are highly coherent, especially with regard to the fields of: labour market, fight against poverty, education and training, the fight against gender-based violence, women in decision-making and institutional mechanisms for the advancement of women.
- However, the two documents are not fully aligned. Indeed, the other BPfA critical areas are less (or not at all) covered by the EU Strategy: women and armed conflict (E), human rights of women (I), Women and the media (J), Women and the environment (K) and the girl child (L).

Recommendations

- While the EU Gender Equality Strategy should continue to focus on gender equality priorities that are more related to Europe internal needs, cultures and approaches, it should nonetheless better address some of the BPfA areas of concern that are at the moment less considered but still important for gender equality in the EU - such as women and the media (J) and, women and the environment (K) - and confirm and continue supporting women's human rights (I).
- In its external relations the EU should focus on E (women and armed conflict), I (human rights of women) and L (The girl child).

Has the Strategy effectively complemented the GM approach and interacted with other EU policies and other EU policy fields: research, education, health, development, competition, regional development, transportation, communication, etc.?

Conclusions

- The Strategy has not sufficiently complemented the GM approach and has effectively interacted mainly with EU employment and social policies. As also acknowledged by the 4th EIGE Report on the Implementation of the BPfA (EIGE, 2014) "gender is not mainstreamed at all stages of the EU's policy cycle, across all policy areas" (p.16). The Commission's most recent Annual Work Programmes (2010, 2011, 2012 and 2013) do not explicitly mention gender mainstreaming or gender equality. Similarly, the Management Plans (2013) of the 42 EC DGs reviewed in the above-mentioned EIGE Report, show an "uneven and incomplete implementation of gender mainstreaming in the European Commission" (EIGE, 2014, p. 16). Even the Europe 2020 Strategy shows only limited gender sensitivity: there is no explicit Gender Equality pillar and too little attention is paid to Gender Equality issues in the seven flagship initiatives. The flagship initiatives are not based on a gender impact assessment and do not include explicit gender equality goals. Gender equality is generically to be mainstreamed in the policies

and flagships initiatives, but this will not be easy to implement in the absence of financial and technical support and clear assessment of the different challenges faced by women and men, especially in those policy areas where there is less experience in addressing Gender Equality issues, such as environmental and transportation policies, fiscal policies, territorial policies, research and innovation policies, etc.

- Alongside those policy areas where the Strategy is implemented, there are other issues and policy fields that are becoming increasingly important and that should be more closely addressed in a gender perspective through gender mainstreaming: migration and demographic change, access to health care and long term care, education, research and innovation, territorial development, competition and industrial policy, transportation, communication, environmental and budgetary policies.

Recommendations

- Make the GM approach more binding. GIA (Gender Impact Assessment) should be deemed as a mandatory tool in the EU impact assessment procedures, as well as GB (Gender Budgeting) in the budgeting process of the EC and other European institutions.
- Adopt a widespread and periodical programme of training and technical support on the gender mainstreaming approach, while tools should be implemented in all the European institutions involved in policy making (EC DGs and support agencies, EP Committees and Secretariat, etc.).
- Strengthen interactions with the EC DGs and EP Committees and their support agencies on other issues and policy fields important for gender equality (see section 3.1.3 below).

What are the needs and problems still worth addressing? How have they changed?
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Conclusions

- Within the area of employment and social inclusion it is important to specifically address the gender effects of demographic change and migration, employment and educational segregation and stereotyping, access to social protection and social security, elimination of violence against women, access to health care and long term care.
- Outside of the employment and social inclusion domain, important policy fields for their effects on gender equality, even if not directly related to women, are: communication policies and the role of media in contrasting gender stereotyping, development and competition policies, fiscal policies, transportation and environmental policies, territorial development, research and innovation policies.

Recommendations

- As indicated above, the future Strategy for GE should address other policy domains which are important for gender equality both within and beyond employment and social inclusion.
- Policy fields not usually taken into particular consideration in gender equality strategies are becoming increasingly relevant due to fiscal consolidation measures impacting disproportionately on women such as: pension reforms; cuts and restrictions in care related benefits/allowances/facilities; the tightening of eligibility criteria and cuts on housing benefits and welfare provisions; increases in fees for publicly subsidized services. Health conditions, mobility, environment and energy issues also need to be considered in a gender perspective. Other issues with important gender equality

implications include the challenges posed by immigration and related cultural issues, as well as the role of women in the media in tackling gender stereotypes and discrimination.

- Development of gender relevant data, indicators and research in all policy fields should be promoted and supported with adequate financing.

Which are the main changes produced by the implementation of the Strategy?
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Conclusions

- As fully detailed in Chapter 2, the Strategy has achieved numerous outputs comprising several awareness-raising actions, websites and informative factsheets, studies and Commission reports and other specific actions (such as training courses, production of toolkits, etc.). All the actions envisaged by the Strategy were implemented without significant changes.
- Some legislative measures (see Table 13 in annex 2) have been launched or adopted in the framework of the Strategy.
- However, for some of them the legislative iter is still in progress. Moreover, the analysis shows that despite these interventions, old and new gender gaps and problems are still pervasive throughout Europe and that actions should be better tailored and reinforced.

Recommendations

- Addressing men as well as women could reinforce gender equality strategies. For a long period gender equality policies have been framed mainly as a 'women's issue'. However, men can play a significant role in promoting gender equality policy, supporting women's initiatives and movements in their efforts towards equality. In the last decade, men and stereotypes on masculinity have increasingly become subjects of studies and gender policies in the EU, and gender mainstreaming strategies have promoted an initial awareness of the role of men in promoting gender equality.
- Addressing the heterogeneity of women's and men's conditions, recognising the different needs emerging in recent years. Demographic changes and the crisis have created new forms of fragilities and enhanced gender inequalities among population groups facing multiple forms of economic and social exclusion, such as immigrants, ethnic minorities, individuals with low educational attainment, the elderly and the disabled, single parents and women living alone. These groups call for differentiated policy responses depending on the stage of the life cycle and the multiple dimension of discrimination and exclusion they face.
- Mobilising women's organisations in gender equality strategies. The degree to which women's organisations are involved in policy development and evaluation is important for the design and implementation of effective gender equality strategies. Women organizations are necessary to pressure governments to maintain solid policy machinery in support of women, favouring gender policy innovation and identifying the existing gender bias in institutional arrangements, policies and politics.
- Strengthening the salience of gender equality in the public debate is crucial in order to heighten attention and awareness of the importance of a gender perspective in all policy fields and to keep gender equality among policy priorities. The fact that an issue is

considered relevant by public opinion and/or by political actors influences the feasibility of a certain policy transformation/innovation. This is particularly true in the case of gender policies which are in real need of the firm support of cultural changes and public concern if they are to be implemented.

3.2. Strategy's monitoring, evaluation and reporting tools

What have been the main achievements and shortcomings of the Strategy? Which bottlenecks can be identified and which mechanisms could favour better results?

Conclusions

- The adoption of the dual approach and the identification of priority areas of intervention are the main strengths of the Strategy.
- Among the important achievements are also the creation of monitoring mechanisms and indicators and the development of data gathering tools (like the 2013 FRA survey on violence against women), as well as exchange of practices for institutional learning.
- Conversely the main shortcomings lie in the lack of precise targets and effective monitoring and evaluation of progress achieved in the actions implemented, beyond the description of outputs produced in the Annual Reports on the Strategy.
- No evaluation of the way outputs are produced (process evaluation) is envisaged.
- Furthermore, as stated above, gender mainstreaming is still limited, especially in those policy fields that are not seen as directly related to women and gender equality. In particular, the Strategy is not effectively linked to the EU 2020 strategy (although the two instruments are coherent, closer connection between them could reinforce both) and does not address policy fields that are important for gender equality.
- One of the main bottlenecks is the lack of resources for effective implementation of the strategy. As indicated by the EIGE director, the EC unit in charge of Gender Equality is too small and with too few resources to be able to support gender mainstreaming in all the EC DGs.
- In addition, the Gender Equality unit being within one of the EC DGs, its power to interact on the same level with the other DG is reduced.

Recommendations

- Increase the level of gender awareness and a better understanding of the dimensions of gender equality and its evolution in the EU28 member states by improving the availability of sex-disaggregated and gender-sensitive data and by supporting further research on gender relevant issues and gender-relevant indicators in all policy fields, as well as accurate evaluations of the effectiveness gender equality policies and good practice exchange on gender equality issues and policies.
- Support the implementation of gender impact evaluations and effective gender budgeting systems for the all the main policy initiatives, including ongoing or future recovery plans and fiscal consolidation packages. Implement more extensive and more in-depth gender analysis based on Gender Impact Assessment (GIA) steps: assessment of needs, identification of gaps to be closed, measures, targets, indicators, monitoring and evaluation.

- Support the introduction of governance aspects within evaluation studies in order to understand how outputs and results are produced and which mechanisms (especially at the institutional and organisational level) need to be reinforced to increase the Strategy's effectiveness.
- Formalization of Gender Equality Units within all the EC DGs coordinated by a specific GE Directorate or by an horizontal body (moving from the current inter-service) under the EC presidency could be effective in supporting GM and the monitoring and evaluation of progress in policy implementation and effectiveness.
- Reinforce the capacity of staff in all DGs and at all levels through gender mainstreaming training courses. Providing staff at all levels with the required technical capacity to determine gender relevance and to integrate gender aspects into policies, regulatory measures and spending programmes is a prerequisite for putting gender mainstreaming into practice.

Is there a need to increase institutional capacity? Where and how?

Conclusions

- Gender equality institutional capacity plays a key role in reinforcing gender equality strategies and tools: gender equality bodies are best placed to recognise emerging and systemic gender equality problems, and to engage consistently with policy makers and civil society stakeholders to find solutions; they can also be the major channels for women's representation and participation and for advocating greater attention and funding for sex-disaggregated and gender-sensitive data availability, research on gender-relevant issues and gender-relevant indicators, and monitoring and evaluation of gender equality policies.
- Institutional capacity appears weak especially in relation to gender mainstreaming in those policy fields that do not directly involve women, but which may have important effects on gender equality.

Recommendations

- There is a need to reinforce the GE Units in the EC and in the EP both in terms of economic and human resources and in terms of their position in EU institutions policy making processes.
- Furthermore there is a need for greater and more effective cooperation between the European policy making institutions and the technical agencies providing knowledge and technical support. The EU institutions should make greater use of the gender equality expertise and technical support of EU agencies (in particular of EIGE).
- European Institutions should build in-house capacity on gender equality issues by integrating a gender perspective in all EU training programmes; specific training in the use of GE tools like GIA and GB should be provided as well as continuous monitoring on progress in GM in EU institutions and policies. In addition, all the EU institutions should make sure that job descriptions and performance assessments explicitly involve gender competence, especially when hiring staff members for policy, research and operational positions.
- Improve the communication and accountability of Gender Mainstreaming in EU policy areas and in EU institutions and make the use of GIA and GB mandatory in EU policy making and budgetary processes. In their EU 2020 Action Plans the DGs should make

clear what their GE targets are and how they intend to achieve them, as well as explaining why new objectives proposed are relevant in a GE perspective.

- Define the Strategy in more strictly connection with the developments in the BPfA.

3.3. How a post-2015 EU Strategy for gender equality should like

Should the next strategy take another form (Roadmap, Action Plan, Scoreboard, etc) in the near future? Which implementation tools would be the more appropriate (legislative vs. non-legislative tools, specification of targets, indicators to measure progress, timeline, etc...)?

Conclusions

- The present EU Strategy combines legislative and practical measures. However it does not indicate specific objectives (in many cases they are instead rather general), specific targets, timeline, responsibilities and monitoring and evaluation system to be implemented.

Recommendations

- The new Strategy for gender equality should take the form of an Action Plan with clear defined general and specific objectives and actions to be undertaken both at EU and national level with targets to be achieved, guidelines and recommendations for EU Institutions and Member States, the creation of specific coordination and monitoring mechanism, responsibilities, timing, evaluation tools, and financial resources earmarked for implementation.
- The Strategy should be more EU wide and should more closely link to the EU policy framework for equality and other international engagements such as the BPfA.
- The Strategy should involve more actively the MSs in order to produce real changes on current gender inequalities.
- The mix of legislative and non-legislative measures depends on the policy area and should be based on a very clear analysis of needs and policy evaluation results in each policy area. What is important is to have clear, in-depth analysis of needs, to set policy targets and to monitor progress on the basis of specific indicators, as well as providing evaluations and recommendations both within the EU Institutions and to the MSs.

What could be the role and how could European Institutions (European Commission, Council, European Parliament, EIGE, FRA) improve the future gender Equality Strategy in terms of both content and format?

Conclusions

- The European institutions still show weak gender mainstreaming capacity
- The future Strategy needs to be more output-oriented and present specific actions with specific targets to be achieved
- European external agencies greatly contribute to achieving the Strategy objectives.

- Not attributing precise responsibilities, the current Strategy does not call for an adequate commitment on the part of the MSs and the other EU Institutions (the Council and the Parliament), necessary for its concrete implementation

Recommendations

- All EU institutions and Member states should confirm their commitment to mainstream Gender Equality in the policy fields of their competence
- EU institutions should confirm their commitment to mainstream Gender Equality in the policy fields of their competence, adopting the GM tools in the policy-making processes (Gender Impact Analysis and Gender Budgeting) and contributing, according to their competences, to incorporating targets relating to key aspects of the Gender Equality Index (GEI) into key policy areas, as well as monitoring EU progress against the GEI and the datasets which underpin it.
- The EU institutions should increase cooperation with EIGE and other EU agencies to improve the quantity and quality of sex-disaggregated data and support further research on gender-relevant issues, including women's and men's perceptions of their role in society, as well as their perceptions of working conditions and factors that limit opportunities in the labour market in the EU-28 Member States.
- The EP should increase its role in working with the EC for defining specific priorities for intervention and specific actions. It could suggest that the next Strategy of Equality be more interlinked with - or even become part of - the EU2020, to make it more anchored on the EU general strategy with all the monitoring and evaluation mechanisms in place. This would allow for stronger commitment by all the DGs and provide the MSs with country specific recommendations. Furthermore, the EP could ask that the GE strategy and its mainstreaming be part of the EU semester and recommend capacity building and greater investments (budget and human resources) in European and MSs gender equality bodies. Furthermore, the European Parliament should monitor and evaluate the correct implementation of EU legislation in the field of gender equality.
- The Commission's Annual Reports on Progress on Equality between Women should become results-oriented and allow to track progress as well as annual comparison. The European Commission should also provide concrete recommendations to Member States for implementation of the Strategy and provide EU Funds earmarked for Gender Equality.
- The European Commission should reinforce its GE Unit both in terms of financial and human resources and of position in the EC decision-making structure and create and formalise GE Units in all the DGs (moving from current GE referents).
- The Council of the European Union should reinforce recommendations for Member States.
- The Council of the European Union should monitor how its conclusions have been effectively implemented.
- Member States should provide Annual implementation reports on the implementation of the Strategy at the national level indicating also how they are using EU funds and responding to EC recommendations.

Which new opportunities and challenges for the European gender equality agenda could be brought in through the international framework (post 2015 agenda)? Which actions and in particular which legislative proposals should be put forward?

Conclusions

- The EU Strategy for Gender Equality concentrates its actions on some of the policy fields specifically related to few BPfA areas of concerns.
- New challenges interlinked with socio-demographic changes and the economic crisis are not fully considered.

Recommendations

- Increase attention to new challenges: trafficking and migration; demographic change (including health issues) and social developments (increasing fragmentation of household models, employment patterns, etc.); education and research; engagement of men.
- Need for more gender analysis in various different fields for effective mainstreaming: media and communication, territorial development, transportation, environment.
- As for specific actions to be undertaken with regard to different policy areas:

Economic and social sphere

- Support the work life balance for all, and more family-friendly working conditions. Even if improvements have been made, women's unpaid care work and the reconciliation of work with other family obligations remain among the main obstacles to women's full participation in the labour market. The economic crisis is threatening the progress made so far, as restrictive government fiscal policies and cuts in government budgets may result in increased unpaid care work for women and reduce their social protection (for example as a result of recent pension and welfare reforms). The Gender equality strategy should thus continue to support a combination of measures to improve the work life balance for all (women and men) and a more equal sharing of care duties in households.
- Support entrepreneurship for women. Measures to promote female entrepreneurship may have a positive impact on women's employment and gender equality if they provide targeted measures tackling the specific barriers faced by women. These measures should not only address start-ups and micro-enterprises, but also support consolidation and profitability for women's businesses.
- Address gender stereotypes and gender segregation in education and employment. Specific measures should be adopted to reduce segregation in education, such as: reform of curricula, particularly regarding gender stereotypes; supporting gender balance in courses; career guidance and media campaigns to tackle gender stereotyping at a young age and encourage girls and boys towards a wider choice of educational paths and occupations. Vertical and horizontal segregation in employment could be tackled with a combination of anti-discrimination provisions and awareness rising measures as well as measures to support family-friendly approaches in organisations.

Violence against women

- Adopt an integrated and multilevel policy response. To avoid the fragmentation of interventions and overcome the limitations due to scant financial resources, measures to combat VAW have to be encompassed in a comprehensive strategy and action plan, addressing all the relevant dimensions involved (e.g. health, social, economic, cultural and juridical issues) and implementing different measures (legislation, awareness-raising, training and other prevention measures, victim protection, support and reintegration services, as well as prosecution and treatment of perpetrators).

- Support the improvement of governance and coordination capacities able to mobilise local resources and actively involve a wide range of stakeholders, including NGOs and women's movements, employers and the social partners, as well as the media, to generate innovations in policymaking and changes in social attitudes.
- Target measures to the specific needs of different groups of women, especially those more difficult to reach (such as ethnic minority and migrant women, trafficked women, the elderly, disabled women, teenagers), for greater effectiveness. This implies a good knowledge of their needs and the capacity to find appropriate solutions.
- Reinforce the role of European institutions. Given the lack of national resources, there is a need to strengthen the role of European Institutions in: the development of a consolidated and operational definition of the various forms of violence, allowing for the elaboration and implementation of specific indicators; support for research, data-gathering and monitoring/evaluation tools; provision of dedicated EU financial instruments for training and awareness-raising campaigns; promotion of EU-level transnational networking and the exchange of experiences for institutional learning with specific EU-wide programmes and funds.
- In relation to EU institutions, the European Commission should develop a detailed and appropriately focused Action Plan on violence against women, defining EU priorities and how those priorities will be met. The Commission should also support the implementation of existing EU legislation and international obligations, and should facilitate the monitoring of progress. In addition it should create internal mechanisms for the co-ordination of policies on violence against women, as is happening in the case of trafficking. The Commission should, with the assistance of the relevant EU Agencies and the European Parliament, also develop knowledge and recommendations across all aspects of violence against women, supporting the development of proper data and indicators on the extent and forms of violence, the legislation and policies adopted, and their outcomes.
- The European Parliament should regularly monitor and evaluate the effectiveness of the coordination. To support policy-making and assessment of achievements the Parliament should prepare a legislative proposal for European statistics on violent crime, ensuring an appropriate gender focus and due attention to violence against women.

Health care and long term care

- Adopt a gender perspective in health care policies to improve their effectiveness.
- Support greater investments in gender-based health research, and a greater recognition of women's role as health-care users and providers in assessing the gender impact of recent trends in health-care reforms, especially in relation to financing and delivery.

Women in decision-making

- Raise awareness. Pressure from women's organisations and widespread media coverage of gender balance in economic and political decision-making is crucial to keep the issues prominent in the policy debate.
- Support the gender balance in economic decision-making and in political representation. Recent monitoring and evaluation research shows that legislative measures (especially when accompanied by sanctions) are more effective than voluntary initiatives in supporting a gender balance in economic and political decision-making and in reducing gender stereotypes. Addressing the leaky executive pipeline in companies is also considered important to support a greater gender balance in economic decision-making,

while for political representation an important aspect is the design of the electoral system.

- The European Parliament should continue to raise awareness of women's under-representation in decision-making bodies and encourage the adoption of specific strategies and actions. It should also monitor and promote the adoption of gender quotas in political and economic decision-making, as well as cooperating with the Commission and the Council to develop strategies, instruments and programmes – such as outreach, training, and capacity building – to complement gender quotas promoting women's participation in decision-making.
- The European Commission should continue to cooperate with the Council and the EP for adoption of the proposed Directive and explore the possibility to extend the proposal to cover also executive board members of publicly listed companies. Furthermore, it should provide guidance to the Member States and third parties on how to set up quota systems that are in line with ECJ case law, and cooperate with EIGE for the monitoring of gender equality in decision-making in the 28 member states.

Women in the media and stereotyping

- Assess the approaches adopted in relation to gender stereotypes and support Member States in their actions to combat gender stereotypes in the media with exchange of practices and technical support.
- Provide funding for research into the impact of gender stereotypes across a range of policy areas.
- Adopt a GIA approach in the assessment of all future legislative proposals on media regulation to ensure that, where appropriate, measures to combat stereotyping are taken.
- Support awareness-raising initiatives on gender stereotypes in the media, also favouring dialogue with the media sector and other stakeholders.

Foreign affairs and external cooperation

- The EU institutions should take a leading role in promoting the gender equality and women's rights agenda globally as from 2015 by supporting a coherent gender equality policy across all aspects of external relations, broadening and deepening the EU's gender policy in external relations and development cooperation, sustaining and strengthening political leadership and accountability and further investing in institution-wide expertise and capacity-building.
- The new Strategy for Equality between Women and Men 2016-2020 should thus include concrete actions and targets for each EU institution dealing with external policy. In this respect, the European Commission and the EEAS should systematically track financial allocations to gender equality (gender mainstreaming, specific actions and support for women's organisations) and include these data in the DGs' annual reporting (for example in DEVCO's 'Annual Report on the European Community's Development and External Assistance Policies and their Implementation').
- The European Parliament should regularly monitor whether gender equality becomes a mandatory agenda item for political dialogue with third countries on matters regarding human rights, development, trade and accession policy. The budgetary authority should ensure that EU representatives be equipped with the necessary training and briefing.

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ANNEXES

ANNEX 1: BPFA SPECIFIC ACTIONS

A.1 Review, adapt and maintain macro-economic policies and development of strategies that address the needs and efforts of women in poverty

Among principal issue, Governments agree to:

- Modify macroeconomic policies, with full participation of women, to achieve the objectives of the Platform for poverty eradication
- Restructure public expenditures
- Generate economic policies that have a positive impact on the employment and income of women workers in both the formal and informal sectors and adopt specific measures to address women's unemployment, in particular their long-term unemployment
- Develop and implement anti-poverty programmes, including employment schemes, and introduce measures to integrate or reintegrate women living in poverty and socially marginalized women into productive employment and the economic mainstream.

Multilateral financial and development institutions should:

- Implement commitments made at the World Summit for Social, seek to mobilize new and additional financial resources that are both adequate and predictable
- Develop solutions to debt problems, including implementation of the December 1994 Paris Club terms of debt forgiveness.
- Ensure that structural adjustment programs are designed to minimize negative effects on vulnerable and disadvantaged groups.

National and international non-governmental organizations and women's groups should:

- Mobilize all parties involved in the development process, including academic institutions, non-governmental organizations and grass-roots and women's groups, to improve the effectiveness of anti-poverty programmes directed towards the poorest and most disadvantaged groups of women
- In cooperation with the government and private sectors, participate in the development of a comprehensive national strategy for improving health, education and social services
- In cooperation with Governments, employers, other social partners and relevant parties, contribute to the development of education and training and retraining policies to ensure that women can acquire a wide range of skills to meet new demands.

A.2 Revise laws and administrative practices to ensure women's equal rights and access to economic resources

Governments agree to:

- Undertake legal reforms to give women full and equal access to economic resources, including rights to inheritance and property ownership, and provide legal services for poor women

A.3 Provide women with access to savings and credit mechanisms and institutions:

Governments agree to:

- Support innovative lending practices, and enhance the access of disadvantaged women, including women entrepreneurs, in rural, remote and urban areas to financial services through strengthening links between the formal banks and intermediary lending organizations

Multilateral and bilateral development cooperation organizations should:

- Support, by providing capital and resources, financial institutions that serve low-income, small-scale, and micro-scale women entrepreneurs and producers, in both the formal and informal sectors.

A.4 Develop gender-based methodologies and conduct research to address the feminization of poverty

Governments, in collaboration with academic and research organizations, intergovernmental organizations (IGOs), and the private sector, should:

- Research the gender impact of economic policies, including structural adjustment programs, the value of women's unpaid work, and the relationship between gender and poverty, and disseminate the research findings
- Develop and apply conceptual and practical methodologies for incorporating gender perspectives into all aspects of economic policy-making, including structural adjustment planning and programmes.

National and international statistical organizations should:

- Collect gender and age-disaggregated data on poverty and all aspects of economic activity and develop qualitative and quantitative statistical indicators to facilitate the assessment of economic performance from a gender perspective;

B.1 Ensure equal access to education.

Governments agree to:

- Ensure access to education for at least 80% of primary school age children by the year 2000, by taking measures to eliminate discrimination in education at all levels on the basis of gender, race, language, religion, national origin, age or disability, or any

other form of discrimination and, as appropriate, consider establishing procedures to address grievances

- Eliminate barriers to education for women with children by providing child care options
- Improve the quality of education and equal opportunities for women and men in terms of access in order to ensure that women of all ages can acquire the knowledge, capacities, aptitudes, skills and ethical values needed to develop and to participate fully under equal conditions in the process of social, economic and political development.

B.2 Eradicate illiteracy among women.

Governments, national, international, and regional bodies, and NGOs should:

- Reduce the female illiteracy rate to at least half its 1990 level, with emphasis on rural women, migrant, refugee and internally displaced women and women with disabilities.
- Encourage adult and family engagement in learning.

B.3 Improve women's access to vocational training, science and technology, continuing education.

Governments, in cooperation with employers, workers, trade unions, and national and international NGOs, should, among other:

- Develop and implement training for women in and re-entering the labor market and recognize non-formal educational opportunities and apprenticeships for women
- Design educational and training programmes for women who are unemployed in order to provide them with new knowledge and skills that will enhance and broaden their employment opportunities, including self-employment, and development of their entrepreneurial skills
- Diversify vocational and technical training and improve access for and retention of girls and women in education and vocational training in such fields as science, mathematics, engineering, environmental sciences and technology, information technology and high technology, as well as management training
- Ensure access to quality education and training at all appropriate levels for adult women with little or no education.

B.4 Develop non-discriminatory education and training.

Governments, educational authorities, and educational and academic institutions should:

- Develop training programmes and materials for teachers and educators that raise awareness about the status, role and contribution of women and men in the family and in the education process
- Ensure that male and female teachers have the same opportunities and are of equal status within the institution.
- Ensure that gender equality and cultural, religious and other diversity are respected in educational institutions;

- Develop multilingual and multicultural materials that are free of gender biased stereotypes.

B.5 Allocate sufficient resources for and monitor the implementation of educational reforms.

Governments, NGOs, multilateral development institutions, and UNESCO should:

- Allocate a substantial percentage of their resources, and mobilize funds from other institutions, including the World Bank, toward basic education for women and girls.
- Establish a mechanism at appropriate levels to monitor the implementation of educational reforms and measures.

B.6 Promote lifelong education and training for girls and women.

Governments agree to:

- Ensure the availability of a broad range of educational and training programmes
- Create flexible education programs that facilitate transition between women's activities at all stages of life.

C.1 Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services

Governments, in collaboration with NGOs and employers' and workers' organizations, and with the support of international institutions, should:

- Support and implement international and national commitments to meet the health needs of girls and women of all ages
- Design and implement gender-sensitive health plans, services, information, and policies
- Make health care accessible and affordable for all, including sexual and reproductive health care
- Eliminate harmful, medically unnecessary, or coercive medical interventions
- Give particular attention to the needs of girls, especially the promotion of healthy behaviour, including physical activities

C.2 Strengthen preventive programs that promote women's health

Governments, in cooperation with NGOs, the mass media, the private sector, and international organizations, should:

- Prepare and support formal and informal educational programmes that support and enable women to develop self-esteem, acquire knowledge, make decisions on and take responsibility for their own health
- Pursue policies that consider the effects of external factors on women's health, such as eliminating poverty, reducing burdens on women within the family, increasing

women's participation in sports and physical activities, and reducing environmental hazards

- Reinforce laws, reform institutions and promote norms and practices that eliminate discrimination against women and encourage both women and men to take responsibility for their sexual and reproductive behavior
- Adopt specific preventive measures to protect women, youth, and children from any abuse
- Develop and undertake media campaigns and information and educational programmes.

C.3 Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues

Governments, international bodies, bilateral and multilateral donors, and NGOs should:

- Involve women in decision-making, research, and education on HIV/AIDS and other sexually transmitted diseases
- Review and amend laws and combat practices, as appropriate, that may contribute to women's susceptibility to HIV infection and other sexually transmitted diseases
- Develop gender-sensitive multisectoral programmes to educate and enable men to assume their responsibilities to prevent HIV/AIDS and other sexually transmitted diseases
- Establish and expand peer and community education
- Provide universal access of couples and individuals to preventive services

C.4 Promote research and disseminate information on women's health

Governments, the UN system, health professions, research institutions, NGOs, donors, pharmaceutical industries, and the mass media should:

- Promote gender-sensitive research, including research on how gender-based inequalities affect women's health
- Increase the number of women in leadership, including researchers and scientists, in the health professions
- Increase financial and other support from all sources for preventive, appropriate biomedical, behavioural, epidemiological and health service research on women's health issues
- Support health service systems and operations research to strengthen access and improve the quality of service delivery.

C.5 Increase resources and monitor follow-up for women's health.

Governments at all levels, in cooperation with NGOs, especially women's organizations and youth organizations, should:

- Increase budgetary allocations for primary health care and social services, and develop local and community-based health services

- Develop goals and time frames for improving women's health, and establish monitoring mechanisms.
- Formulate policies favorable to investment in women's health and increase allocations for such investment.

D.1 Taking integrated measures to prevent and eliminate violence against women

Governments agree to:

- Enact and enforce legislation against perpetrators of practices and acts of violence against women.
- Promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes related to violence against women
- Formulate and implement, at all appropriate levels, plans of action to eliminate violence against women;
- Adopt all appropriate measures, especially in the field of education, to modify the social and cultural patterns of conduct of men and women
- Create or strengthen institutional mechanisms so that women and girls can report acts of violence against them in a safe and confidential environment, free from the fear of penalties or retaliation, and file charges;
- Create, improve or develop as appropriate, and fund the training programmes for judicial, legal, medical, social, educational and police and immigrant personnel
- Allocate adequate resources within the government budget and mobilize community resources for activities related to the elimination of violence against women
- Adopt and/or implement and periodically review and analyse legislation to ensure its effectiveness in eliminating violence against women
- Train judicial, legal, police, and health personnel
- Implement the Women's Treaty.

Governments, NGOs, educational institutions, and private enterprises should:

- Provide well-funded shelters for women and girls subjected to violence, as well as counseling, legal aid, and medical assistance
- Organize and fund information campaigns and educational programs to teach everyone about the personally and socially detrimental effects of violence and about how to communicate without violence.

D.2 Studying the causes and consequences of violence against women and the effectiveness of preventive measures

Governments, regional and international organizations, the UN research institutions, and NGOs should:

- Promote research and compile statistics on the prevalence of different forms of violence against women, especially domestic violence

- Support and initiate research on the impact of violence, such as rape, on women and girl children, and make the resulting information and statistics available to the public

D.3 Eliminating trafficking in women and assisting victims of violence due to prostitution and trafficking

Governments and regional and international organizations should:

- Consider ratifying and enforcing international conventions on trafficking in persons and on slavery
- Take appropriate measures to address the root causes of sex tourism and prostitution, including the factors that encourage trafficking, commercialized sex, forced marriages, and forced labor
- Allocate resources to provide comprehensive programmes designed to heal and rehabilitate into society victims of trafficking
- Develop educational and training programmes and policies and consider enacting legislation aimed at preventing sex tourism and trafficking
- Dismantle national, regional, and international networks in trafficking of women.

E.1 Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation

Governments and international and regional NGOs should:

- Strengthen the role of women and ensure equal representation of women at all decision-making levels in national and international institutions
- Integrate a gender perspective in the resolution of conflicts, and strive for gender balance in international bodies, such as the UN International Tribunals for the former Yugoslavia and for Rwanda and the International Court of Justice.

E.2 Reduce excessive military expenditures and control the availability of armaments

Governments agree to:

- Take action to Investigate and punish members of the police, security and armed forces, and other who commit acts of violence against women in situations of armed conflict.
- Seek solutions, including ratification of relevant international instruments, to the problems caused by land mines, with a view toward their eventual elimination.

E.3 Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations

Governments agree to:

- Ratify or accede to international instruments that protect women and children in armed conflicts, and respect fully the norms of international humanitarian law.

Governments and international and regional organizations should:

- Encourage diplomacy, negotiation, and peaceful settlement of disputes
- Identify and condemn the practice of rape and other inhuman treatment of women as a deliberate instrument of war, and reaffirm that rape is a war crime; provide assistance to victims and punish those responsible
- Develop gender-sensitive training programs on international humanitarian law and human rights for relevant personnel, such as those involved in UN peace-keeping and humanitarian assistance
- Take measures in accordance with international law with a view to alleviating the negative impact of economic sanctions on women and children.

E.4 Promote women's contribution to fostering a culture of peace

Governments, international and regional IGOs, and NGOs should:

- Develop peace research, with the participation of women, regarding conflict resolution and the impact of armed conflict on women and children and establish education programs to foster a culture of peace
- Develop and disseminate research on the physical, psychological, economic and social effects of armed conflicts on women, particularly young women and girls, with a view to developing policies and programmes to address the consequences of conflicts
- Establish educational programmes for girls and boys to foster a culture of peace, focusing on conflict resolution by non-violent means and the promotion of tolerance.

E.5 Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women

Governments, IGOs, NGOs, and other institutions working with refugee and displaced women should:

- Ensure that women are fully involved in planning, implementation, and evaluation of programs for refugee women and displaced women
- Ensure the safety and physical integrity of refugee women and displaced women
- Apply international norms to ensure equal access and equal treatment of women and men in refugee determination and asylum procedures, and promote efforts to develop gender-sensitive criteria and guidelines
- Implement guidelines from the UN High Commissioner for Refugees, and protect women and children who migrate as family members from denial of their human rights.

E.6 Provide assistance to the women of colonies and non-self-governing territories

Governments, IGOs, and NGOs should:

- Promote the right of self-determination of all peoples by providing programs in leadership and decision-making.

F.1 Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources

Governments agree to:

- Enact and enforce legislation guaranteeing women equal rights to work; prohibiting discrimination in employment, social security, and tax benefits; and assuring equal access to economic resources
- Measures, incorporate, and distribute information on the type, extent, and distribution of unremunerated work done by women
- Implement national policies that support traditional savings, credit, and lending mechanisms for women
- Devise mechanisms and take positive action to enable women to gain access to full and equal participation in the formulation of policies and definition of structures
- Undertake legislation and administrative reforms to give women equal rights with men to economic resources
- Review and amend laws governing the operation of financial institutions to ensure that they provide services to women and men on an equal basis
- Establish mechanisms and other forums to enable women entrepreneurs and women workers to contribute to the formulation of policies and programmes being developed by economic ministries and financial institutions
- Use gender-impact analyses in the development of macro and micro- economic and social policies
- Promote gender-sensitive policies and measures to empower women as equal partners with men in technical, managerial and entrepreneurial fields
- Reform laws or enact national policies that support the establishment of labour laws to ensure the protection of all women workers, including safe work practices, the right to organize and access to justice.

F.2 Facilitate women's equal access to resources, employment, markets and trade

Governments agree to:

- Support development of small enterprises and strengthen women's access to credit and capital on terms equal to those of men.
- Strengthen the incentive role of the State as employer to develop a policy of equal opportunities for women and men
- Promote and strengthen micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities
- Increase the proportion of women extension workers and other government personnel who provide technical assistance or administer economic programmes
- Review, reformulate and implement policies, including business, commercial and contract law and government regulations

- Ensure equal access for women to effective job training, retraining, counselling and placement services that are not limited to traditional employment areas
- Remove policy and regulatory obstacles faced by women in social and development programmes that discourage private and individual initiative

Governments and banking institutions should:

- Structure services to reach women involved in micro-, small-, and medium-scale enterprises
- Increase the participation of women, including women entrepreneurs, in advisory boards and other forums to enable women entrepreneurs from all sectors

F.3 Provide business services, training and access to markets, information and technology, particularly to low-income women

Governments, NGOs, and the private sector should:

- Provide public infrastructure to assure equal market access for women and men entrepreneurs
- Develop programmes that provide training and retraining, particularly in new technologies, and affordable services to women in business management, product development, financing, production and quality control, marketing and the legal aspects of business
- Create non-discriminatory support services, including investment funds for women's businesses, and target women, particularly low-income women, in trade promotion programmes
- Disseminate information about successful women entrepreneurs
- Take measures to ensure equal access of women to ongoing training in the workplace
- Provide affordable support services such as child care.

F.4 Strengthen women's economic capacity and commercial networks

Governments, in cooperation with financial, training, professional and women's organizations, and the private sector, should:

- Support NGOs, financial organizations, women's groups and other providing economic services for women entrepreneurs
- Adopt policies that create an enabling environment for women's self-help groups, workers' organizations and cooperatives;
- Support programmes that enhance the self-reliance of special groups of women
- Promotion of women's studies and through the use of the results of studies and gender research in all fields
- Adopt policies to extend or maintain the protection of labour laws and social security provisions for those who do paid work in the home

- Provide business services, including marketing and trade information, product design and innovation, technology transfer and quality, to women's business enterprises, including those in export sectors of the economy
- Promote technical and commercial links and establish joint ventures among women entrepreneurs

F.5 Eliminate occupational segregation and all forms of employment discrimination

Governments, employers, employees, trade unions, and women's organizations should:

- Implement and enforce international labor standards and workers' rights
- Encourage the participation of women in non-traditional work
- Recognize collective bargaining and support women labor leaders
- Eliminate child labor, including excessive informal demands on girls
- Enact and enforce laws and develop workplace policies against gender discrimination in the labour market
- Eliminate discriminatory practices by employers on the basis of women's reproductive roles and functions
- Develop and promote employment programmes and services for women entering and/or re-entering the labour market
- Implement and monitor positive public- and private-sector employment, equity and positive action programmes to address systemic discrimination against women in the labour force
- Eliminate occupational segregation, especially by promoting the equal participation of women in highly skilled jobs and senior management positions
- Review, analyse and, where appropriate, reformulate the wage structures in female-dominated professions, such as teaching, nursing and child care, with a view to raising their low status and earnings.

F.6 Promote harmonization of work and family responsibilities for women and men

Governments, the private sector, and NGOs should:

- Create flexible work environments including part-time work, parental leave policies, and facilitation of breast-feeding for working mothers
- Adopt policies to ensure the appropriate protection of labour laws and social security benefits for part-time, temporary, seasonal and home-based workers
- Ensure, through legislation, incentives and/or encouragement, opportunities for women and men to take job-protected parental leave and to have parental benefits
- Develop policies in education to change attitudes that reinforce the division of labour based.

G.1 Take measures to ensure women's equal access to and full participation in power structures and decision-making

Governments agree to:

- Establish gender balance in governmental bodies and committees, the judiciary, and all governmental and public administration positions
- Take measures, including, where appropriate, in electoral systems that encourage political parties to integrate women in elective and non-elective public positions in the same proportion and at the same levels as men
- Review the differential impact of electoral systems on the political representation of women in elected bodies and consider, where appropriate, the adjustment or reform of those systems
- Monitor and evaluate progress in the representation of women through the regular collection, analysis and dissemination of quantitative and qualitative data on women and men at all levels in various decision-making positions
- Protect and promote the equal rights of women to engage in political activities and to freely associate
- Recognize that shared work and parenting between women and men promote women's increased position in public life
- Monitor and evaluate progress on the representation of women through regular collection and analysis of data.

Political parties should:

- Examine party structures and procedures to eliminate discrimination against women's participation
- Develop initiatives to encourage women's participation and incorporate gender issues in their political agenda.

G.2 Increase women's capacity to participate in decision-making and leadership

Governments and all organizations should:

- Provide training to women and girls in leadership, self-esteem, public speaking, self-assertion, political campaigning, and the electoral process
- Develop mechanisms and training to encourage women to participate in the electoral process, political activities and other leadership areas.

H.1 Create or strengthen national machineries and other governmental bodies

Governments agree to:

- Create or strengthen national machinery for the advancement of women with clear mandates, adequate resources, and ability to influence policy.
- Provide staff training in designing and analysing data from a gender perspective

- Establish cooperative relationships between governments and public, private, and volunteer organizations
- Report on the progress of efforts to mainstream gender concerns, including the implementation of the Platform.

H.2 Integrate gender perspectives in legislation, public policies, programmes and projects

Governments agree to:

- Review policies to ensure they reflect women's contributions, and to consider their impact on women
- Regularly review national employment and income policies to guarantee that women are direct beneficiaries of development and that their contribution is considered
- Promote national strategies and aims on equality between women and men in order to eliminate obstacles to the exercise of women's rights and eradicate all forms of discrimination against women.

H.3 Generate and disseminate gender-disaggregated data and information for planning and evaluation

Governments agree to:

- Regularly produce a statistical publication on gender in a form suitable for non-technical users, and ensure that it is regularly reviewed for adequacy
- Collect, compile, analyse and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependants, for utilization in policy and programme planning and implementation.

I.1 Promote and protect the human rights of women through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Governments agree to:

- Ratify the Women's Treaty by the year 2000, limiting or withdrawing reservations, especially those incompatible with or contrary to its purpose, ensure its implementation
- Include gender aspects when reporting under all human rights conventions
- Create or strengthen independent national institutions for the protection and promotion of these rights, including the human rights of women, as recommended by the World Conference on Human Rights
- Support the process of creating an optional protocol to the Women's Treaty to provide a right of petition procedure
- Seek universal ratification and implementation of the Convention on the Rights of the Child by the year 2000

- Include gender aspects in reporting under all other human rights conventions and instruments, including ILO conventions, to ensure analysis and review of the human rights of women
- Strengthen the implementation of all relevant human rights instruments in order to combat and eliminate organized and other forms of trafficking in women and children
- Eliminate trafficking in women, including for sexual exploitation, pornography, prostitution, and sex tourism, by implementing relevant human rights instruments.

I.2 Ensure equality and non-discrimination under the law and in practice

Governments agree to:

- Promote and protect human rights of all women and men without distinction as to race, language, religion, opinions, color, national origin, property, or other status
- Enact legislation and review national laws, including customary laws, to ensure consistency with international human rights instruments and the principle of equality
- Provide gender-sensitive human rights education and training to public officials
- Establish mechanisms to investigate violations of the human rights of women
- Eliminate violence against women, which is a human rights violation, including violence from harmful traditional practices, cultural prejudices, and extremism
- Prohibit and eliminate female genital mutilation
- Ensure that women have the same right as men to be judges, advocates, and police officers.

I.3 Achieve legal literacy

Governments, the UN, NGOs, and other international organizations should:

- Translate (into local languages, indigenous languages, and formats accessible to people with disabilities and those with lower levels of literacy), publicize, and disseminate human rights law, including the Women's Treaty
- Promote education about human rights in schools, adult education programs, public offices, national security and armed forces, and UN peacekeeping operations
- Take appropriate measures to ensure that refugee and displaced women, migrant women, and women migrant workers know about their human rights and of the recourse mechanisms available to them.

J.1 Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication

Governments commit to:

- Support women's education, training and employment to promote and ensure women's equal access to all areas and levels of the media;
- Review media policies with a view toward integrating a gender perspective.

- Encourage media to increase the number of programs for and by women, if consistent with free of expression
- Encourage the use of communication systems, including new technologies, as a means of strengthening women's participation in democratic processes.

Governments, NGOs, and media associations should:

- Create and disseminate multicultural media
- Establish media watch-groups
- Create networks among and develop information programmes for non-governmental organizations, women's organizations and professional media.

J.2 Promote a balanced and non-stereotyped portrayal of women in the media

Governments and international organizations should:

- Promote research and implementation of a strategy of information, education and communication aimed at promoting a balanced portrayal of women and girls and their multiple roles
- Create appropriate legislation against the projection of violence against women and children in the media
- Take effective measure, including appropriate legislation against pornography and the projection of violence against women and children in the media.

Mass media, NGOs, and the private sector and advertising organizations should:

- Establish professional guidelines and methods of self-regulation to address violent, degrading, or pornographic materials concerning women in the media
- Support and finance alternative media and all forms of communication that address the needs of women
- Increase women's participation in decision-making at all levels of the media
- Produce and/or disseminate media materials on women leaders
- Promote extensive campaigns, making use of public and private educational programmes, to disseminate information about and increase awareness of the human rights of women
- Develop approaches and train experts to apply gender analysis with regard to media programmes.

K.1 Involve women actively in environmental decision-making at all levels

Governments agree to:

- Ensure opportunities for women, including indigenous women, to participate in environmental decision-making as managers, designers, and evaluators
- Take measures to reduce risks to women from identified environmental hazards at home, at work and in other environments, including appropriate application of clean technologies

- Encourage use of women's environmental knowledge; respect their intellectual property rights
- Establish strategies and mechanisms to increase the proportion of women, particularly at grass-roots levels, involved as decision makers, planners, managers, scientists and technical advisers and as beneficiaries in the design, development and implementation of policies and programmes for natural resource management and environmental protection and conservation.

K.2 Integrate gender concerns and perspectives in policies and programmes for sustainable development

Governments commit to:

- Integrate rural women's traditional knowledge in the development of environmental management programs
- Promote research into women's ecological knowledge, including food gathering and production, soil conservation, irrigation, sanitation, and watershed management
- Develop a strategy for change to eliminate all obstacles to women's full and equal participation in sustainable development and equal access to and control over resources
- Promote the education of girls and women of all ages in science, technology, economics and other disciplines relating to the natural environment
- Develop programmes to involve female professionals and scientists, as well as technical, administrative and clerical workers, in environmental management.

K.3 Strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women

Governments, regional and international organizations, and NGOs should:

- Provide technical assistance to women in agriculture, fisheries, small enterprises, and trade to promote development of human resources, environmentally sound technologies, and women's entrepreneurship
- Develop gender-sensitive databases and participatory action-oriented research, with the collaboration of academic institutions and local women researchers.
- Promote compliance with international obligations, including Agenda 21, promote coordination between the Commission on Sustainable Development and the Commission on the Status of Women.

L.1 Eliminate all forms of discrimination against the girl child

Governments agree to:

- Take measures towards ratifying and implementing the Convention on the Rights of the Child
- Eliminate unjust inheritance practices that discriminate against girls

- Enact and enforce minimum marriage age laws
- Develop and implement comprehensive policies, plans of action and programmes for the survival, protection, development and advancement of the girl child
- Ensure the disaggregation by sex and age of all data related to children in the health, education and other sectors.

L.2 Eliminate negative cultural attitudes and practices against girls

Governments agree to:

- Inform adults about harmful effects of certain traditional practices on the girl child and take steps so that tradition and religion are not a basis for discrimination against girls
- Set up educational programmes and develop teaching materials and textbooks that will sensitize and inform adults about the harmful effects of certain traditional or customary practices on girl children
- Develop policies and programmes, giving priority to formal and informal education programmes that support girls and enable them to acquire knowledge, develop self-esteem and take responsibility for their own lives; and place special focus on programmes to educate women and men.

L.3 Promote and protect the rights of the girl child and increase awareness of her needs and potential

Governments agree to:

- Generate awareness of the disadvantaged situation of girls among policy makers, planners, administrators and implementors at all levels, as well as within households and communities;

L.4 Eliminate discrimination against girls in education, skills development and training

Governments agree to:

- Take steps to integrate functional literacy and numeracy programmes, particularly for out-of-school girls in development programme
- Promote human rights education in educational programmes
- Develop training programmes and materials for teachers and educators, raising awareness about their own role in the educational process, with a view to providing them with effective strategies for gender-sensitive teaching
- Take actions to ensure that female teachers and professors have the same possibilities and status as male teachers and professors.

L.5 Eliminate discrimination against girls in health and nutrition

Governments, international organizations, and NGOs should:

- Provide public information on discriminatory food and nutritional care allocation practices
- Establish peer education and outreach programmes with a view to strengthening individual and collective action to reduce the vulnerability of girls to HIV/AIDS and other sexually transmitted diseases
- Include health and nutritional training as an integral part of literacy programmes and school curricula starting at the primary level for the benefit of the girl child
- Develop information and training programmes for health planners and implementors on the special health needs of the girl child
- Take all the appropriate measures with a view to abolishing traditional practices prejudicial to the health of children, as stipulated in article 24 of the Convention on the Rights of the Child.

L.6 Eliminate the economic exploitation of child labour and protect young girls at work

Governments commit to:

- Protect children from exploitation and hazardous work, in conformity with Article 32 of the Convention on the Rights of the Child
- Define a minimum labor age.

L.7 Eradicate violence against the girl child

Governments, international organizations, and NGOs should:

- Enact and enforce legislation to protect girls from all forms of violence at work, in the household, and in society
- Enact and enforce legislation protecting girls from all forms of violence, including female infanticide and prenatal sex selection, genital mutilation, incest, sexual abuse, sexual exploitation, child prostitution and child pornography, and develop age-appropriate safe and confidential programmes and medical, social and psychological support services to assist girls who are subjected to violence.

L.8 Promote the girl child's awareness of and participation in social, economic and political life

Governments, international organizations, and NGOs should:

- Provide access for girls to training, information and the media on social, cultural, economic and political issues and enable them to articulate their views
- Support non-governmental organizations, in particular youth non-governmental organizations, in their efforts to promote the equality and participation of girls in society.

L.9 Strengthen the role of the family in improving the status of the girl child

Actions to be taken

Governments, in cooperation with non-governmental organizations, should:

- Formulate policies and programmes to help the family in its supporting, educating and nurturing roles, with particular emphasis on the elimination of intra-family discrimination against the girl child.

ANNEX 2: COHERENCE BETWEEN EC STRATEGY AND GE FRAMEWORK

Table 9: Key linkages between 2010-2015 Strategy and BPfA

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
<p>A) Women and poverty</p> <p>Review, adapt and maintain macro-economic policies and development of strategies that address the needs and efforts of women in poverty</p> <p>Revise laws and administrative practices to ensure women's equal rights and access to economic resources</p> <p>Provide women with access to savings and credit mechanisms and institutions</p> <p>Develop gender-based</p>	<p>1) Improve gender equality in the labour market and boost the social inclusion of women</p> <p>2) Develop indicators on gender pay gap</p> <p>3) Promote female entrepreneurship and self-employment, and in particular: promote access to finance for "vulnerable" persons (including women) in the form of micro-credit through the European Progress Microfinance Facility; support MS in implementing structural funds operational programmes containing measures for women's entrepreneurship</p> <p>4) Encourage measures which contribute to protect women from the risk of exclusion, ensuring income security for one-parent families, elderly women and men</p> <p>5) Promote gender equality in the future Platform against and related initiatives and follow-up the gender equality aspects of</p>	<p>1) Explore possible ways to improve the transparency of pay as well as the impact on equal pay of arrangements such as part-time work and fixed-term contracts.</p> <p>2) Support equal pay initiatives at the workplace such as equality labels, 'charters', and awards, as well as the development of tools for employers to correct unjustified gender pay gaps</p> <p>3) Institute a European Equal Pay Day</p>			<p>1) Implement the Plan of Action on Gender Equality and Women's empowerment in Development (2010-2015)</p> <p>2) Promote gender equality on labour market in the framework of the EU enlargement strategy</p> <p>3) Continue partnership with the UN on advancing gender equality in the MDGs and aid effectiveness.</p> <p>4) Monitor the inclusion of gender equality and women's rights as a cross cutting theme in the EC financial assistance to candidate and potential candidate countries, under the Instrument for Pre-accession Assistance (IPA).</p>

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
methodologies and conduct research to address the feminization of poverty	the Green Paper on pensions, and exchange good practices with MS 6) Study the gender dimension of active ageing and promote it in the European Year 2012 on Active Ageing and Intergenerational solidarity				
(B) Education and training of women Ensure equal access to education Eradicate illiteracy among women Improve women's access to vocational training, science and technology, continuing education Develop non-discriminatory education and training	1) Promote gender equality in education and training related initiatives particularly the initiatives taken to alleviate gender imbalances in literacy, to tackle early school leaving, to promote women adult learning and scientific career choices and the initiatives taken to improve media literacy (cf. reduce the 'digital gap' as mentioned in the Europe 2020 'Digital Agenda') 2) Promote gender equality in European funds, and in particular within the ESF programmes through supporting MS to implement programmes containing measures on lifelong learning and reduction of gender segregation in career selection and professions	1) Promote gender equality in the definition of the EU instruments for "Education and Training strategy for 2020" with the objective to ensure full participation in the knowledge-based economy including literacy aspects monitor the representation of women in scientific and technological careers, support awareness-raising on professional choices of young women and men 2) Elaborate a 2010 Joint progress report on the Education and Training, including on the presence of men in initial teaching and on attracting highly skilled women in scientific and technical fields. 3) Promote digital literacy and eSkills specifically for women through the Digital Agenda;			1) Monitor and support adherence to the Copenhagen criteria for accession to the EU in the field of equal treatment between women and men, and assist Western Balkans countries and Turkey with the transposition and enforcement of legislation and the necessary establishment of adequate administrative and judicial systems. 2) Monitor the inclusion of gender equality and women's rights as a cross cutting theme in the EC financial assistance to candidate and potential candidate countries, under the Instrument for Pre-accession Assistance (IPA). 3) Analyse of the situation of women in science in the MED

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
Allocate sufficient resources for and monitor the implementation of educational reforms		4) Increase awareness on stereotypes and obstacles to the choices and careers of women in science and technology through an EU wide communication campaign			region, taking into account cultural diversities and traditions, and how the Mediterranean Partner Countries are addressing this issue.
<p>(C) Women and health</p> <p>Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services</p> <p>Strengthen preventive programs that promote women's health</p> <p>Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive</p>				<p>1) Consider gender issues in health policies and in particular:</p> <p>a) awareness-raising seminars on Women's Health;</p> <p>b) promote health and gender impact assessment of policies and programmes;</p> <p>c) collect exchange and disseminate good practices on gender specific health policies and practices with MS and other stakeholders;</p> <p>d) promote gender mainstreaming in health policies in line with the EU's Health Strategy and initiatives linked to the health strand of the social OMC, as well as the 2009 Communication on Health Inequalities;</p> <p>e) take due account of</p>	<p>1) Clarify and encourage in the humanitarian also through gender integration in the main sectors of humanitarian aid (protection, shelter, food assistance, health, water, sanitation and hygiene)</p>

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
<p>health issues</p> <p>Promote research and disseminate information on women's health</p> <p>Increase resources and monitor follow-up for women's health</p>				<p>gender aspects in the forthcoming EU Strategy on Health and Safety at Work (2013-2020);</p> <p>f) take account of the gender aspects in the legislative work on ergonomics and work-related musculoskeletal disorders (WRMSDs)</p> <p>g) take account of the gender aspects in the preparatory work for a possible review of Directive 2004/37/EC on carcinogens and mutagens</p>	
<p>(D) Violence against women</p> <p>Taking integrated measures to prevent and eliminate violence against women</p> <p>Studying the causes and consequences of violence against women and the effectiveness of preventive measures</p>	1) migration policies and integration of migrants (mainly related to actions for fighting women trafficking)			<p>1) Adopt an EU-wide strategy on combating violence against women, including also eradicating female genital mutilation through all means, even criminal law if needed, and a Europe-wide awareness-raising campaign on violence against women</p> <p>2) Ensure that the EU asylum legislation takes into account gender equality considerations; promote gender-specific training and best practices within the European Asylum Support Office as well as via funding by the European Refugee Fund</p>	<p>1) Continue to contribute to the implementation of the EU Guidelines on violence against women and girls and combating all forms of discrimination against them</p> <p>2) Implement the Plan of Action on Gender Equality and Women's Empowerment in Development, including among its objectives fighting gender-based violence</p> <p>3) Clarify and encourage gender in the humanitarian aid, also through the development and incorporation of specific strategies to prevent and</p>

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
Eliminating trafficking in women and assisting victims of violence due to prostitution and trafficking				3) address gender issues in judicial training	respond to gender-based violence as well as through capacity building of humanitarian partners for further addressing gender-based violence and for developing global initiatives and tools on gender and gender-based violence
(E) Women and armed conflict Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation Reduce excessive military expenditures and control the availability of armaments Promote non-violent forms of conflict				1) Ensure that the EU asylum legislation takes into account gender equality considerations; promote gender-specific training and best practices within the European Asylum Support Office as well as via funding by the European Refugee Fund	1) contribute to the implementation of the EU Comprehensive Approach to the EU implementation of the UN Security Council Resolutions 1325 and 1820 on Women, Peace and Security.

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
<p>resolution and reduce the incidence of human rights abuse in conflict situations</p> <p>Promote women's contribution to fostering a culture of peace</p> <p>Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women</p> <p>Provide assistance to the women of colonies and non-self-governing territories</p>					
<p>(F) Women and the economy</p> <p>Promote</p>	1) Support the promotion of gender equality in the implementation of all aspects and flagship initiatives of the	1) explore possible ways to improve the transparency of pay as well as the impact on equal pay of atypical			1) Monitor and support adherence to the Copenhagen criteria for accession to the EU in the field of equal

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources	Europe 2020 strategy, especially as regards definition and implementation of relevant national measures, through technical support as well as through the Structural Funds and other major funding programmes such as the 7th Framework Programme for Research. Monitor closely the national policies adopted to improve gender equality in the labour market and boost the social inclusion of women	arrangements such as part-time work and fixed-term contracts; 2) Support equal pay initiatives at the workplace such as equality labels, 'charters' and awards, as well as the development of tools for employers to analyse the reasons for unjustified gender pay gaps			treatment between women and men, and assist Western Balkans countries and Turkey with the transposition and enforcement of legislation and the necessary establishment of adequate administrative and judicial systems
Facilitate women's equal access to resources, employment, markets and trade	2) Promote gender equality in European funds , and in particular in: - ESF funds to support MS to implement OPs including measures for increasing women's participation on the labour market and reducing gender segregation in career selection and professions	3) encourage women to enter non-traditional professions, for example in "green" and innovative sectors 4) promote participation of women in ICT;			2) Implement the Plan of Action on Gender Equality and Women's Empowerment in Development 3) Support civil society organisations working on women's rights- call for proposals with a focus on economic empowerment of women
Provide business services, training and access to markets, information and technology, particularly to low-income women	women's participation on the labour market and reducing gender segregation in career selection and professions - EGF - to ensure equal participation of women workers - create a pan-European network of women active in the fisheries sector and coastal regions	5) gender equality and research, notably: - increase awareness on stereotypes and obstacles to the choices and careers of women in science and technology through an EU wide communication campaign; - Working group of research and technology based companies to discuss about policies for attracting and retaining women scientists and			4) Continue partnership with the UN on advancing gender equality in the MDGs and aid effectiveness 5) Cooperate with UNESCO and developed countries - USA, Canada and Australia - to learn how better implement gender aware research management and empower women in science.
Strengthen women's economic capacity and commercial	3) promote female entrepreneurship and self-				

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
<p>networks</p> <p>Eliminate occupational segregation and all forms of employment discrimination</p> <p>Promote harmonization of work and family responsibilities for women and men</p>	<p>employment:</p> <p>4) promote reconciliation between work and private life</p> <p>5) promote gender equality in all initiatives on immigration and integration of immigrants, and in particular on women's integration on the labour market and society</p>	<p>engineers during and after the economic crisis</p>			<p>6) Analyse of the situation of women in science in the MED region, taking into account cultural diversities and traditions, and how the Mediterranean Partner Countries are addressing this issue</p>
<p>(G) Women in power and decision-making</p> <p>Take measures to ensure women's equal access to and full participation in power structures and decision-making</p> <p>Increase women's capacity to participate in decision-making and leadership</p>			<p>1) Improve the gender balance in decision-making</p> <p>2) Monitor the 25 % target for women in top level decision-making positions in research</p> <p>3) Monitor progress towards the aim of 40% of members of one sex in committees and expert groups established by the Commission</p> <p>4) Support efforts to</p>		<p>1) Continue to mainstream women's rights in EU electoral observation missions and assistance</p>

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
			<p>promote greater participation by women in European Parliament elections including as candidates</p> <p>5) Monitor progress of representation targets for women in management posts and AD category in the Commission</p>		
<p>(H) Institutional mechanisms for the advancement of women</p> <p>Create or strengthen national machineries and other governmental bodies</p> <p>Integrate gender perspectives in legislation, public policies, programmes and projects</p> <p>Generate and disseminate</p>	<p>1) Provide gender mainstreaming manuals to promote gender equality into the relevant initiatives of Europe 2020.</p>	<p>1) Improve the supply and quality of statistics on the structural indicators of the pay gap ;</p> <p>2) Integration of the gender dimension in EU-funded research via training offered to scientific community and EC staff</p> <p>3) Reports on research projects on gender issues</p>	<p>1) Support the collection, analysis and dissemination of comparable data on gender balance in decision-making at EU level;</p> <p>2) Update and improved reporting on women in science data collection (She figures)</p>		<p>1) reporting on gender equality in the Annual Report on EU's Development and External Assistance</p> <p>2) Improving the gender analysis in the existing Result Monitoring Reports</p> <p>3) Improving the use of the Gender Policy Marker</p> <p>4) Continue the work on gender analysis and the collection of gender disaggregated data and gender sensitive performance indicators</p> <p>5) Build capacity of the EU development staff on gender</p>

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
gender-disaggregated data and information for planning and evaluation					
<p>(I) Human rights of women</p> <p>Promote and protect the human rights of women through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)</p> <p>Ensure equality and non-discrimination under the law and in practice</p> <p>Achieve legal literacy</p>					
(J) Women and the media					

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
<p>Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication</p> <p>Promote a balanced and non-stereotyped portrayal of women in the media</p>					
<p>(K) Women and the environment</p> <p>Involve women actively in environmental decision-making at all levels</p> <p>Integrate gender concerns and perspectives in policies and programmes for sustainable development</p>					

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
Strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women					
<p>(L) The girl child</p> <p>Eliminate all forms of discrimination against the girl child</p> <p>Eliminate negative cultural attitudes and practices against girls</p> <p>Promote and protect the rights of the girl child and increase awareness of her needs and potential</p> <p>Eliminate discrimination against girls in</p>	<p>1) Promote gender equality in education and training related initiatives particularly the initiatives taken to alleviate gender imbalances in literacy, to tackle early school leaving, to promote women adult learning and scientific career choices and the initiatives taken to improve media literacy (cf. reduce the 'digital gap' as mentioned in the Europe 2020 'Digital Agenda')</p>				

BPfA area of concerns	2010-2015 Strategy priority area				
	Economic independence women	Equal pay	Equality in decision-making	Dignity, integrity and an end to gender-based violence	Gender equality in external actions
<p>education, skills development and training</p> <p>Eliminate discrimination against girls in health and nutrition</p> <p>Eliminate the economic exploitation of child labour and protect young girls at work</p> <p>Eradicate violence against the girl child</p> <p>Promote the girl child's awareness of and participation in social, economic and political life</p> <p>Strengthen the role of the family in improving the status of the girl child</p>					

Table 10: Correspondence between contextual elements on gender equality and the foreseen Strategy actions

CONTEXT ELEMENTS (as identified by the Strategy)		EU STRATEGY ACTIONS ¹²⁶																							
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	2.1	2.2	2.3	2.4	2.5	2.6	3.1	3.2	3.3	3.4	3.5	4.1	4.2	4.3	5.1	5.2	5.3	
Progress in the participation of women on the labour market: increase from 57,3% to 62,5% between 2000 and 2009 But STILL ↓	***	***		***	***	***	***														
Reduced employment rates and wider gender gaps of older women, single parents, women with a disability, migrant women and women from ethnic minorities	***	***		***	***		***	**	**	**										***		**	**		**
Barriers to women's employment result into higher inactivity rates and higher long-term unemployment rates	***	***		***	**															**		**	**		**
Women are more exposed to segregation on the labour market: "female" jobs are less	***	.	***	***	**			***	***	***	***	***	***									**	**		**

¹²⁶ 1.1 - Support the promotion of gender equality in the implementation of all aspects and flagship initiatives of the Europe 2020 strategy; 1.2 - Poverty, social exclusion and pension; 1.3 - Promote gender equality in education and training; 1.4 - Promote gender equality in European Funds; 1.5 - Promote female entrepreneurship and self-employment; 1.6 - Reconciliation between work and private life; 1.7 - Migration policies and integration of migrants; 2.1 - explore possible ways to improve the transparency of pay as well as the impact on equal pay of arrangements such as part-time work and fixed-term contracts; 2.2 - Support equal pay initiatives at the workplace such as equality labels, 'charters', and awards, as well as the development of tools for employers to correct unjustified gender pay gaps; 2.3 - Institute a European Equal Pay Day; 2.4 - Encourage women to enter nontraditional professions, for example in "green" and innovative sectors; 2.5 - Participation of women in ICT; 2.6 - Gender equality and research; 3.1 - improve the gender balance in decision-making; 3.2 - Monitor the 25% target for women in top level decision-making positions in research; 3.3 - Monitor progress towards the aim of 40% of members of one sex in committees and expert groups; 3.4 - promote greater participation by women in European Parliament elections; 3.5 - monitor progress of representation targets for women in management posts and AD category in the Commission; 4.1 - Adopt an EU-wide strategy on combating violence against women; 4.2 - Asylum; 4.3 - Gender in health; 5.1 - enlargement process; 5.2 - external relations and development policies; 5.3 - further integration of gender considerations into EU humanitarian aid

CONTEXT ELEMENTS (as identified by the Strategy)	EU STRATEGY ACTIONS ¹²⁶																							
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	2.1	2.2	2.3	2.4	2.5	2.6	3.1	3.2	3.3	3.4	3.5	4.1	4.2	4.3	5.1	5.2	5.3
valued than male professions and the jobs done by women tend to be of lower value and less well paid, even if performed within the same company																								
More women than men work part-time or have atypical contracts	***	*		***		***		**	**	**												**		
Family burden is higher for women than for men	***			***		***																**	**	**
Gap between women's educational attainment and professional development	***		***	***				**	**	***	***	***	***									**	**	**
pay gap risks to result into a pension gap	***	***			**	**		**	**	***	***	***	*									**	**	**
Most women still do not consider entrepreneurship as a relevant career option	***			***	***																	**	**	*
Women face a higher poverty risk	***	***		***	**	***	***	***	***	***	***	***	***									**	**	**
The EU gender pay gap reaches 17,8% in 2008	***	***		***				***	***	***	***	***	**											
Women are under-represented in decision-making processes and positions, in particular at the highest levels														***	*	***	***	***				**	**	*

CONTEXT ELEMENTS (as identified by the Strategy)		EU STRATEGY ACTIONS ¹²⁶																							
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	2.1	2.2	2.3	2.4	2.5	2.6	3.1	3.2	3.3	3.4	3.5	4.1	4.2	4.3	5.1	5.2	5.3	
In economic decision-making the proportion of women is lower than that of men at all levels	*													***								**	**	*	
Only 19% of full professors in EU universities are women, despite the EU target of 25%	***												**		***										
20% to 25% of women have suffered physical violence at least once during their lives																			***	**		**	***	***	
Up to half million women living in Europe have been subject to genital mutilation																			***	**		**	***	***	
Gender-based inequalities in healthcare and long term - care	***			***																	***			**	

Notes: minimum = *; maximum=***

Table 11: Explicit and direct links between the actions foreseen, as foreseen by the Strategy

EU STRATEGY ACTIONS		EU STRATEGY ACTIONS																								
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	2.1	2.2	2.3	2.4	2.5	2.6	3.1	3.2	3.3	3.4	3.5	4.1	4.2	4.3	5.1	5.2	5.3		
Support the promotion of gender equality in the implementation of all aspects and flagship initiatives of the Europe 2020 strategy (1.1)		-	-	-	-	-	..	-	-	-		
Poverty, social exclusion and pension (1.2)	..		-	.	-	-	-	-	-	-	-	-	-	-	.	-		
Promote gender equality in education and training (1.3)	...	-		...	-	-	..	-	-	-	-	.	-	-	-	-	-	-		
Promote gender equality in European Funds (1.4)	-	-	-	-	-	-	-		
Promote entrepreneurship and self-employment (1.5)	...	-	-	...		-	..	-	-	-	.	.	-	-	-	-	-	-	-	-	-	.	..	-		
Reconciliation between work and private life (1.6)	-	...	-		-	-	-	-	-	-	-	-	-	-	-	-	.	.	-		
Migration policies and integration of migrants (1.7)	-	-	-	-	-	-	-	-	-	.	.	.	-	.	.		
explore possible ways to improve the transparency of pay as well as the impact on equal pay of arrangements such as part-time work and fixed-term contracts (2.1)	..	.	-	...	-	-	-	.	-	-	-	-	-	-	-	-	.	-	-		
Support equal pay initiatives at the workplace such as equality	..	.	-	...	-	-	.	..	-	-	-	-	-	-	-	-	-	-	-		

EU STRATEGY ACTIONS	EU STRATEGY ACTIONS																							
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	2.1	2.2	2.3	2.4	2.5	2.6	3.1	3.2	3.3	3.4	3.5	4.1	4.2	4.3	5.1	5.2	5.3
labels, 'charters', and awards, as well as the development of tools for employers to correct unjustified gender pay gaps (2.2)																								
Institute a European Equal Pay Day (2.3)	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Encourage women to enter nontraditional professions, for example in "green" and innovative sectors (2.4)	...	-	-	-	-	-	-	-				-	-	-	-	-	-	-	-	-	-	-
Participation of women in ICT (2.5)	...	-	-	-	-	-	-	-				-	-	-	-	-	-	-	-	-	-	-
Gender equality and research (2.6)	...	-	-	-	-	-	-	-				-	...	-	-	-	-	-	-	-	-	-
Improve the gender balance in decision-making (3.1)	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
Monitor the 25% target for women in top level decision-making positions in research (3.2)	-	-	-	-	-	-	-	-	-	-	-	-			-	-	-	-	-	-	-	-
Monitor progress towards the aim of 40% of members of one sex in committees and expert groups (3.3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-
Promote greater participation by women in European	-	-	-	-	-	-	-	-	-	-	-	-	-	...	-	-		-	-	-	-	-	-	-

EU STRATEGY ACTIONS	EU STRATEGY ACTIONS																							
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	2.1	2.2	2.3	2.4	2.5	2.6	3.1	3.2	3.3	3.4	3.5	4.1	4.2	4.3	5.1	5.2	5.3
Parliament elections (3.4)																								
Monitor progress of representation targets for women in management posts and AD category in the Commission (3.5)	-	-	-	-	-	-	-	-	-	-	-	-	-	---	-	-	-		-	-	-	-	-	-
Adopt an EU-wide strategy on combating violence against women (4.1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	---	---
Asylum (4.2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-
Gender in health (4.3)	---	-	-	---	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	---	---
enlargement process (5.1)	-	---	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
external relations and development policies (5.2)	-	---	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	---	-	---	-		-
further integration of gender considerations into EU humanitarian aid (5.3)	-	---	---	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	---		---	-	-	

Notes: minimum = -; maximum=---; absent = -

Table 12: Cross-reference of Strategy Priorities and objectives, high-level EU policies and legislation on gender equality

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
Economic independence of women														
Support the promotion of gender equality in the implementation of all aspects and flagship initiatives of the Europe 2020 strategy;	Europe 2020;	Country recommendations in the framework of Europe 2020	***					***						
	Digital Agenda;													
	An Agenda for new skills and jobs: A European contribution towards full employment	Communication from the Commission Annual Growth Survey 2014/2013; Draft Joint Employment Report accompanying the communication												
	Employment Package	Employment Report												
	Employment guidelines	2014/2013												
	2011-2020 European Pact for Gender Equality	2013 Report on the application of Directive 2006/54/EC on equal treatment of men and women in employment and occupation												
	Youth on the move	Council conclusions Promoting youth employment to achieve the Europe 2020 objectives												
		Council Resolution of 27 November 2009 on a renewed framework for European												

¹²⁷ 1 – Women and Poverty; 2 – Education and training of women; 3 – Women and health; 4 – Violence against women; 5 – Women and armed conflict; 6 – Women and the economy; 7 – Women in power and decision-making; 8 – Institutional mechanisms for the advancement of women; 9 – Human rights of women; 10- Women and the media; 11 – Women and the environment; 12 – The girl child

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
		cooperation in the youth field 2010-2018												
Poverty, social exclusion and pension	<p>EU 2020, and in particular European platform against poverty and social exclusion</p> <p>European Year 2012 for Active Ageing and Solidarity between generations</p> <p>Active Ageing</p> <p>Social Investment Package</p>	<p>proposal for a Council Decision authorising Member States to ratify the International Labour Organisation 2011 Convention concerning decent work for domestic workers (Convention No. 189)</p> <p>2011 Guidelines to help the insurance industry implement unisex pricing</p> <p>On 24 November 2010 the Commission closed legal proceedings against Italy and Greece for discriminatory pensionable ages</p> <p>COM(2012) 55 final White Paper An Agenda for Adequate, Safe and Sustainable Pensions</p> <p>2010 Green Paper on Pensions</p> <p>Council Declaration on the European Year for Active Ageing and Solidarity between Generations (2012):</p>	***					***						<p>**</p> <p>(only with reference to the EC policies on fighting child poverty)</p>

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
		<p>The Way Forward, including the Guiding Principles for Active Ageing and Solidarity between Generations</p> <p>Communication From The Commission To The European Parliament, The Council, The European Economic And Social Committee And The Committee Of The Regions "Towards Social Investment for Growth and Cohesion – including implementing the European Social Fund 2014-2020"</p> <p>Commission Recommendation 2013 "Investing in children: breaking the cycle of disadvantage"</p> <p>COM (2012) 226 National Roma Integration Strategies</p>												
Promote gender equality in education and training	<p>Digital Agenda</p> <p>E-Skills for the 21st Century</p> <p>Lifelong learning programs such as Leonardo, Grundtvig</p> <p>Romed Programme</p>	<p>2012 Commission Communication "Rethinking education: investing in skills for better socio-economic outcomes"</p> <p>2012 Joint Report of the Council and the Commission on the implementation of the Strategic Framework</p>		**				**						**

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
	EU Agenda for modernizing education system	for higher cooperation in education and training (ET 2020) and 'Education and Training in a smart, sustainable and inclusive Europe' (2012/C 70/05) Communication From The Commission To The European Parliament, The Council, The European Economic And Social Committee And The Committee Of The Regions Towards Social Investment for Growth and Cohesion – including implementing the European Social Fund 2014-2020 Com(2007) 496 Final E-Skills For The 21st Century: Fostering Competitiveness, Growth And Jobs												
Promote gender equality in European Funds	2014-2020 ESF European Community of Practice on Gender Mainstreaming 2014-2020 EAFRD European Network for Rural Development 2014-2020 EMFF	Regulation (EU) No 1304/2013 of The European Parliament And Of The Council of 17 December 2013 on the European Social Fund and repealing Council Regulation (EC) No 1081/2006 Regulation (EU) No 1305/2013 Of The	***	** (only with reference to ESF)				***						

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
		European Parliament And Of The Council of 17 December 2013 on support for rural development by the European Agricultural Fund for Rural Development (EAFRD) and repealing Council Regulation (EC) No 1698/2005 Regulation (EU) No 508/2014 of the European Parliament and of the Council of 15 May 2014 on the European Maritime and Fisheries Fund and repealing Council Regulations (EC) No 2328/2003, (EC) No 861/2006, (EC) No 1198/2006 and (EC) No 791/2007 and Regulation (EU) No 1255/2011 of the European Parliament and of the Council												
Promote female entrepreneurship and self-employment	Entrepreneurship 2020 Action Plan Small Business Act An Agenda for new skills and jobs: A European contribution towards full employment EU Programme for Social Change and Innovation (axis 3)	DIRECTIVE 2010/41/EU OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing	**						***					

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
	European Progress Microfinance Facility for employment and social inclusion	Council Directive 86/613/EEC and follow up of its transposition												
	European Network of Mentors for Women Entrepreneurs	Communication From The Commission To The European Parliament, The Council, The European Economic And Social Committee And The Committee Of The Regions Towards Social Investment for Growth and Cohesion – including implementing the European Social Fund 2014-2020												
	2009-2013 The European Network of Female Entrepreneurship Ambassadors	COM (2011)609, 2011/0270 Cod Proposal for a Regulation of the European Parliament and Council on a European Programme for Social Change and Innovation												
	Women Entrepreneurship Portal (http://ec.europa.eu/enterprise/policies/sme/promoting-entrepreneurship/women/portal/index_en.htm)	COM(2011) 78 final Review of the "Small Business Act" for Europe												
		2014 Council Conclusions on Women and the Economy: economic independence from the perspective of part – time work and self-employment												

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
		Decision No 283/2010/EU of the European Parliament and of the Council of 25 March 2010 establishing a European Progress Microfinance Facility for employment and social inclusion												
Reconciliation between work and private life	An Agenda for new skills and jobs: A European contribution towards full employment EU 2020 2011-2020 European Pact for Gender Equality Social Investment Package ESF ERDF	COUNCIL DIRECTIVE 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC and follow-up of its transposition 2014 Council conclusions on Women and the economy: Economic independence from the perspective of part-time work and self-employment Council Conclusions Review of the implementation of the Beijing Platform for Action - Women and the Economy: Reconciliation of work and family life as a precondition for equal	***						***					

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
		participation in the labour market (1786/11) Council Conclusions on the Reconciliation of work and family life in the context of demographic change (10324/11) Com(2013) 778 final Investing in children: breaking the cycle of disadvantage COM(2013) 83 final Towards Social Investment for Growth and Cohesion – including implementing the European Social Fund 2014-2020 2011 Communication “Early childhood education and care: providing all our children with the best start for the world of tomorrow”												
Migration policies and integration of migrants	European Agenda for the Integration of Third Country Nationals European Integration Fund Entrepreneurship 2020 Action Plan	COM (2011) 455 European Agenda for the Integration of Third Country Nationals Regulation (EU) No 1304/2013 of The European Parliament And Of The Council of 17 December 2013	**			** (with regards to the fight against women trafficking)		***						

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
	ESF	<p>on the European Social Fund and repealing Council Regulation (EC) No 1081/2006 and Regulation (EU) no 516/2014 of the European Parliament and of the Council of 16 April 2014 establishing the Asylum, Migration and Integration Fund, amending Council Decision 2008/381/EC and repealing Decisions No 573/2007/EC and No 575/2007/EC of the European Parliament and of the Council and Council Decision 2007/435/EC</p> <p>Council Decision of 25 June 2007 establishing the European Fund for the Integration of third-country nationals for the period 2007 to 2013 as part of the General programme 'Solidarity and Management of Migration Flows</p> <p>Directive 2014/36/EU of 26 February 2014 on Seasonal Employment</p> <p>COM(2011) 735 final Green Paper on the</p>												

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
		right to family reunification												
Equal pay														
explore possible ways to improve the transparency of pay as well as the impact on equal pay of arrangements such as part-time work and fixed-term contracts.	Social Investment Package ESF European Pact for Gender Equality	2014 EC Recommendation on strengthening the principle of equal pay between women and men through transparency	**					***						
Support equal pay initiatives at the workplace such as equality labels, 'charters', and awards, as well as the development of tools for employers to correct unjustified gender pay gaps	Gender pay gap website (http://ec.europa.eu/justice/gender-equality/gender-pay-gap/index_en.htm), including best practices Equality pays off initiative	COM (2013) 861 final Report on the application of the Directive 2006/54/EC on equal treatment of men and women in employment and occupation 2010 Council Conclusions on strengthening the commitment and setting up action to close the gender pay gap, and on the review of the implementation of the Beijing Platform for Action Communication From The Commission To The European Parliament, The Council, The European Economic And Social Committee And The Committee Of The Regions "Towards Social Investment for Growth and Cohesion –	**					***						

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
		including implementing the European Social Fund 2014-2020” Guidelines on the application of Council Directive 2004/113/EC to insurance, in the light of the judgment of the Court of Justice of the European Union in Case C-236/09 (Test-Achats) (Text with EEA relevance) (2012/C 11/01)												
Institute a European Equal Pay Day	EU Equal Pay day 2011, 2012, 2013 and 2014													
Encourage women to enter nontraditional professions, for example in “green” and innovative sectors	Digital Agenda	2012 Commission Communication		**				***						
	ET 2020 Horizon 2020	“Rethinking education: investing in skills for better socio-economic outcomes” 2012 Joint Report of the Council and the Commission on the implementation of the Strategic Framework for European cooperation in education and training (ET 2020) 'Education and Training in a smart, sustainable and inclusive Europe' (2012/C 70/05)												
Participation of women in	E-SKILLS FOR THE 21ST	Com(2007) 496 Final		*				**						

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
ICT	CENTURY EU Digital Agenda Horizon 2020 International Girls in ICT Day Employment Package 2020 - with reference to the Grand Coalition for Digital Jobs	E-Skills For The 21st Century: Fostering Competitiveness, Growth And Jobs												
Gender equality and research	EU 2020 strategy ET 2020 Horizon 2020 Awareness campaign Science it's a girl thing			*				*						
Equality in decision-making														
improve the gender balance in decision-making	European pact for gender equality 2011-2020 EU 2020 Women on the Board Pledge for Europe initiative	SEC (2011) 246 Commission Staff Working Document The gender balance in business leadership COM (2011) Green paper on EU corporate governance framework COM (2012) 614 A proposal for a Directive of the European Parliament and the							***					

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
		European Council on improving the gender balance among non executive directors of companies listed on stock exchanges and related measures 2012 EC Consultation on gender imbalance in company boards												
Monitor the 25% target for women in top level decision-making positions in research	Continuous update of She figures								*					
Monitor progress towards the aim of 40% of members of one sex in committees and expert groups														
promote greater participation by women in European Parliament elections	Europe for Citizens Programme 2007-2013 Fundamental Rights and Citizenship Programme Rights, Equality and Citizenship Programme for the period 2014 to 2020	Regulation (Eu) No 1381/2013 Of The European Parliament And Of The Council of 17 December 2013 establishing a Rights, Equality and Citizenship Programme for the period 2014 to 2020							**					
Dignity, integrity and an end to gender-based violence														
Adopt an EU-wide strategy on combating violence against women	Package on the protection of victims EU Strategy towards the Eradication of Trafficking in Human Beings 2012-2016 EU policy package on the	DIRECTIVE 2012/29/EU establishing minimum standards on the rights, support and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA				***								*** (only with reference to eradication of violence against

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
	elimination of female genital mutilation (EU campaign on zero tolerance to female genital mutilation, website on female genital mutilation - http://ec.europa.eu/justice/gender-equality/gender-violence/eliminating-female-genital-mutilation/index_en.htm ; EIGE actions to improve knowledge on female genital mutilation) Daphne III	Proposal for a mutual recognition of protection measures in civil matters that complements the Directive 2012/29/EU Directive 2011/36/EU on preventing and combating trafficking in human beings COM(2012) 286 final EU Strategy towards the Eradication of Trafficking in Human Beings 2012-2016 COM(2013) 833 final Towards the elimination of female genital mutilation 2013 Consultation on combating female genital mutilation in EU 2014 Council conclusions - "Preventing and combating all forms of violence against women and girls, including female genital mutilation"												girl child)
Ensure that the EU asylum legislation takes into account gender equality considerations; promote gender-specific training and best practices within the	Gender mainstreaming throughout the European Asylum Curriculum (EAC) Asylum, Migration and Integration Fund	Regulation (EU) no 516/2014 of the European Parliament and of the Council of 16 April 2014 establishing the Asylum, Migration and Integration Fund,				*								* (only with reference to eradication of violence)

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
European Asylum Support Office as well as via funding by the European Refugee Fund		amending Council Decision 2008/381/EC and repealing Decisions No 573/2007/EC and No 575/2007/EC of the European Parliament and of the Council and Council Decision 2007/435/EC												against girl child)
Gender in health	<p>EU strategy Together for Health</p> <p>EU Occupational Safety and Health (OSH) Strategic Framework 2014-2020</p> <p>Social Investment package</p> <p>European Innovation Partnership</p> <p>European Year for Active Ageing and Solidarity between Generations</p> <p>Gender as an horizontal issue in policies such as tobacco control, HIV/AIDS, European partnership for action against cancer</p>	<p>SWD (41) final Commission Staff Working Document Long term care in ageing societies: policy options and challenges</p> <p>COM(2007) 630 final White Paper Together for Health</p> <p>SWD(2012) 93 final Commission Staff Working Document on an action plan for the eu health workforce accompanying the document</p> <p>Communication from the Commission to the European Parliament, the Council, the European economic and social Committee and the Committee of the regions towards a job-rich recovery</p> <p>Council Declaration on the European Year for Active Ageing and Solidarity between</p>			***									

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
		Generations (2012): The Way Forward, including the Guiding Principles for Active Ageing and Solidarity between Generations												
Gender equality in external actions														
Enlargement process		SEC(2010) 265 final EU Plan of Action on Gender Equality and Women's Empowerment in Development 2010-2015 Yearly progress reports on candidate countries								***				
External relations and development policies	Human Resources Development Operational Programme implemented within IPA EU Strategic Framework and Human Rights and Democracy Capacity4Dev EU Neighbourhood Instrument European Neighbourhood Partnership Instrument		**	**		***		**		***				
Further Integrate gender considerations into EU humanitarian aid	EU Strategic Framework and Action Plan on Human Rights and Democracy Women connect across conflicts: building	2012 Memorandum of Understanding between EU and UN Women SWD (2012) 277 final on Humanitarian Wash Policy	**		*	***	**		*	***	***			**

Strategy Priorities	EU Framework on Gender Equality													
	Main Policies	Main Legislation and other documents	BPfA Areas of concern ¹²⁷											
			1	2	3	4	5	6	7	8	9	10	11	12
	accountability for the implementation of UN Security Resolutions 1325, 1820, 1888, 1889													
	Humanitarian Wash Policy													

*** = low ; ** = medium; *** = high Direct = ; Indirect = .**

Table 13: Implementation of the strategy and outputs

EU Strategy priorities	Actions foreseen	Implementation state	Outputs
Economic independence of women	Support the promotion of gender equality in the implementation of all aspects and flagship initiatives of the Europe 2020 strategy	All the foreseen activities were implemented, but for the delivery of gender manuals for the integration of gender equality within the EU 2020 Strategy initiatives, as they were already available	<p>1) gender mainstreaming in the EU 2020 related policies and flagship initiatives:</p> <ul style="list-style-type: none"> - An agenda for new skills and jobs; - Employment Package 2020 and Employment guidelines; Staff Working paper on Flexicurity; - Entrepreneurship 2020 Action Plan; - Digital Agenda; - E-Skills for the 21st Century; - Youth on the move; <p>2) country specific recommendations on the take up of the gender equality perspective within the EU 2020 initiatives at MS level. For instance, the 2013 European semester addressed country-specific recommendations to 13 MS, urging them to promote the participation of women on the labour market and gender equality. In 2014, the European Commission addressed 10 country recommendations tackling issues related to gender equality in employment (i.e. improvement of childcare facilities; increase in women's employment levels; promotion of flexible work arrangements; eradicate labour gender segregation) and pension adequacy.</p> <p>3) reporting on gender equality in MS labour market/employment policies:</p> <ul style="list-style-type: none"> - <i>Report on the application of Directive 2006/54/EC</i> of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast) 2013;
	Poverty, social exclusion and pension	Implemented entirely and without changes	<p>1) mainstreaming of the gender dimension in the EU Platform against poverty and its initiatives:</p> <ul style="list-style-type: none"> - COM (2012) 226 National Roma Integration Strategies specifying that the gender dimension is a priority in the employment and healthcare areas; - workshop on gender equality during the 2012 Convention of the Platform; - COM(2012) 55 final White Paper An Agenda for Adequate, Safe and Sustainable Pensions - Commission Recommendation 2013 "Investing in children: breaking the cycle of disadvantage" <p>2) 2011 Guidelines to help the insurance industry implement unisex pricing</p> <p>3) European year 2012 for Active Ageing and Solidarity – the initiative underlined that longer working life for both women and men can have numerous benefits;</p> <p>4) numerous reports on active ageing and pensions:</p> <ul style="list-style-type: none"> - The gender gap in pensions in the EU, 2013 - Opinion on the gender dimension of active ageing and solidarity between generations, 2011; - The socio-economic impact of pension systems on the respective situations of women and men and the effects of recent trends in pension reforms, 2011 - Long-Term Care for the elderly - Provisions and providers in 33 European countries, 2011 - Active ageing and gender equality policies. The employment and social inclusion of women and men of late working and early retirement age, 2010; <p>5) mainstreaming of the gender perspective within the Social Investment Package</p>

EU Strategy priorities	Actions foreseen	Implementation state	Outputs
			6) proposal for a Council Decision authorising Member States to ratify the International Labour Organisation 2011 Convention concerning decent work for domestic workers (Convention No. 189)
	Youth and education	Implemented entirely and without changes	<p>1) Mainstreaming of the gender dimension in education and training policies and funding:</p> <ul style="list-style-type: none"> - E-Skills For The 21st Century: Fostering Competitiveness, Growth And Jobs; - EU Agenda for modernizing higher education system; - EU Digital Agenda; - Bruges Communiqué mainstreams the gender dimensions in the EU long-term targets for VET in Europe; - Lifelong learning programmes such as Leonardo, Grundtvig finance projects targeting gender equality in education and training; - the EC/COE joint Romed Programme for mediation in school, culture and health emphasizing the value of education for young girls; - the 2014-2020 ESF finances projects regarding gender equality in education and training; <p>2) gender balance within high education institutions has become one of the assessment criteria of these institutions</p> <p>3) reporting on gender equality in education and training:</p> <ul style="list-style-type: none"> - Gender equality in the workforce: Reconciling work, private and family life in Europe, including a specific annex related to the transition from school to work, 2014; - the 2012 Education and Training Monitor includes a cross-country analysis of the main trends in education and training, including gender-related performances and benefits
	Promote gender equality in European funds	Implemented entirely and without changes	<p>1) mainstreaming of the gender equality dimension in the 2014-2020 EU structural and investments and other funds: ESF, EARDF, EFF, ERDF, EGF.</p> <p>2) the European Community of Practice on Gender Mainstreaming – it promotes gender mainstreaming in the ESF programmes</p> <p>3) European Network on Rural Development promoting gender equality in rural areas;</p> <p>4) two workshops on gender mainstreaming in structural and investment funds;</p> <p>5) a discussion forum on the issue of women and the sustainable development of the fisheries area</p>
	Promote female entrepreneurship and self-employment	All activities are implemented, but for the monitoring of the implementation of state aid exemptions by MS	<p>1) gender mainstreaming in the main EU policies/programmes on entrepreneurship:</p> <ul style="list-style-type: none"> - Entrepreneurship 2020 Action Plan - Small Business Act - An Agenda for new skills and jobs: A European contribution towards full employment - EU Programme for Social Change and Innovation (axis 3) - European Progress Microfinance Facility for employment and social inclusion - ESF (with reference to the objectives related to entrepreneurship) <p>2) gender mainstreaming in the context of COCOF where MAs from both ERDF and ESF are invited;</p> <p>3) creation of the European Network of Female Entrepreneurship Ambassadors and of the European Network of Mentors for Women Entrepreneurs;</p> <p>4) 2011 conference "Female entrepreneurship in Europe: the European Network of Mentors for Women Entrepreneurs";</p> <p>5) the 2012 European SME Week Summit "Women entrepreneurship makes business sense"</p> <p>6) Directive 2010/41/EU on the application of the principle of equal treatment between men and women engaged in</p>

EU Strategy priorities	Actions foreseen	Implementation state	Outputs
			an activity in a self-employed capacity and repealing Council Directive 86/613/EEC and follow up of its transposition (2012 workshop on its transposition) 7) Women Entrepreneurship Portal (http://ec.europa.eu/enterprise/policies/sme/promoting-entrepreneurship/women/portal/index_en.htm)
	Reconciliation between work and private life	All activities implemented but for the monitoring of the Directive after the adoption of the legislative proposal on maternity protection and leave and the workshop with EESC. The action related to the launch of call of proposals for the identification and comparison of the collective labour agreements was changed.	1) Directive 2010/18/EU implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC and follow-up of its transposition; 2) Com(2013) 778 final Investing in children: breaking the cycle of disadvantage; 3) 2011 Communication "Early childhood education and care: providing all our children with the best start for the world of tomorrow"; 4) promotion of the reconciliation between work and private life within EU structural and investment funds (ESF and ERDF) and EU programmes such as the Social Investment Package; 4) reporting on the issue of reconciliation between work and private life and monitoring of targets in this field within the EU 2020 framework: - Gender equality in the workforce: Reconciling work, private and family life in Europe, and related annexes (2014); - Childcare services for school age children - a comparative review of 33 countries (2013); - Barcelona Objectives: the development of childcare facilities for young children in Europe (2013) - Men and Gender Equality - tackling gender segregated family roles and social care jobs (analysis note) (2010); - Opinion on flexible and part-time working arrangements and the gender dimension of the labour market (2010); 5) 38 practices supporting family friendly workshops are casted on the European Alliances for families website 6) the EU 7 th Programme for Research financed numerous projects supporting the setting up and the implementation of gender equality plans in research institutions. 7) gender mainstreaming in the context of COCOF
	Migration policies and integration of migrants	Implemented entirely and without changes	1) gender mainstreaming in the main EU policies and programmes on immigration or including provision related to the integration of migrants: - European Agenda for the Integration of Third Country Nationals - European Integration Fund; - ESF (with reference to increasing the participation migrant women in the labour market) - Entrepreneurship 2020 Action Plan (with reference to the promotion of migrant women's entrepreneurship);
Equal pay	explore	All activities	1) COM (2013) 512 final Report on the application of the Directive 2006/54/EC on equal treatment of men and

EU Strategy priorities	Actions foreseen	Implementation state	Outputs
for equal work and work of equal value	possible ways to improve the transparency of pay as well as the impact on equal pay of arrangements such as part-time work and fixed-term contracts.	are implemented, but for the review of the effectiveness of the directives EU 97/81/EEC and EU 99/70/EEC which was rescheduled	women in employment and occupation 2) Guidelines on the application of Council Directive 2004/113/EC to insurance, in the light of the judgment of the Court of Justice of the European Union in Case C-236/09 (Test-Achats) (Text with EEA relevance) (2012/C 11/01) 3) Report on the application of Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast) 2013
	Support equal pay initiatives at the workplace such as equality labels, 'charters', and awards, as well as the development of tools for employers to correct unjustified gender pay gaps	Implemented entirely and without changes	1) COM (2013) 512 final Report on the application of the Directive 2006/54/EC on equal treatment of men and women in employment and occupation 2) 2014 EC Recommendation on strengthening the principle of equal pay between women and men through transparency 3) Equality pays off initiative ; 4) EU Equal Pay day 2011, 2012, 2013 and 2014 5) Gender pay gap website (http://ec.europa.eu/justice/gender-equality/gender-pay-gap/index_en.htm) 6) 2014 report Tackling the gender pay gap in the European Union 7) Review on Female labour market participation ; 8) introduction of the gender pay gap indicator in the Structural Earning Survey 9) promotion of initiatives on equal pay in the framework of ESF and the Social Investment Package
	Encourage women to enter nontraditional professions, for example	Implemented entirely and without changes	1) the 2012 Commission Communication "Rethinking education: investing in skills for better socio-economic outcomes" underlines the need to make science, technology, engineering and mathematics more attractive to women; 2) 2012 Joint Report of the Council and the Commission on the implementation of the Strategic Framework for European cooperation in education and training (ET 2020), including analyses on the situation of women in education and training; 3) Horizon 2020 , including measures for the promotion of women's participation in science education

EU Strategy priorities	Actions foreseen	Implementation state	Outputs
	in "green" and innovative sectors		
	Participation of women in ICT	Implemented entirely and without changes	<ol style="list-style-type: none"> 1) Code of best practices for Women in ICT; 2) 2014 Davos Declaration on the Grand Coalition for Digital Jobs; 3) Digital Agenda – promotion of women in ICT 4) Horizon 2020 – promotion of women in ICT and scientific careers 5) International Girls in ICT Day awareness-raising campaign; 6) E-Skills for the 21st Century – improvement of women's ICT skills and their participation in ICT jobs;
	Gender equality and research	Implemented entirely and without changes	<ol style="list-style-type: none"> 1) awareness-raising campaign "Science it's a girl thing" 2) report on "Structural change in research institutions: enhancing excellence, gender equality and efficiency in research and innovation; 3) 2010 conference for the presentation of the results of the study "Meta – analysis of gender and science research 4) Gender toolkit and training: 61 sessions held in 15 MS and 1 AC 5) creation of the Gender Innovation expert group 6) projects on modernizing the working culture and working conditions in research institutes: FESTA, STAGES, GENOVATE and Gender Time 7) report on Genderace available on http://genderace.ulb.ac.be/; 8) FEMCIT reports available on http://www.femcit.org/publications.xpl 9) FEMAGE reports available on http://www.bib-demografie.de/EN/Research/Project_Archive/FEMAGE/ReportsPapers/reportspapers_node.html;jsessionid=093E36C038E55930B49F9982C4577B31.2_cid284
Equality in decision-making	improve the gender balance in decision-making	All activities were implemented, but for the monitoring and reporting on the achievement of gender balance targets set by the Decision 2000/407/EC	<ol style="list-style-type: none"> 1) COM (2012) 615 A proposal for a Directive of the European Parliament and the European Council on improving the gender balance among non executive directors of companies listed on stock exchanges and related measures 2) 2012 EC Consultation on gender imbalance in company boards 3) COM (2012) 740 2012 Action Plan on European company law and corporate governance 4) COM (2011) 164 Green paper on EU corporate governance framework 5) SEC (2011) 246 Commission Staff Working Document The gender balance in business leadership 6) 2012 report Women in economic decision-making in the EU: progress report 7) Women on the Board Pledge for Europe initiative 8) European Pact for gender equality 2011-2020, including provisions on this issue
	Monitor the 25% target	Implemented entirely and	<ol style="list-style-type: none"> 1) Continuous update of the She figures

EU Strategy priorities	Actions foreseen	Implementation state	Outputs
	for women in top level decision-making positions in research	without changes	
	Promote greater participation by women in European Parliament elections	Implemented entirely and without changes	1) Support to women's participation in politics is foreseen by the following EU programmes: Europe for Citizens Programme and the 2007-2013 Fundamental Rights and Citizenship Programme and 2014-2020 Rights, Equality and Citizenship Programme 2) Monitoring of women's presence in top management positions at national and EU level through the EC database on women and men in decision-making .
	Monitor progress of representation targets of women in management posts and AD category in the Commission	Implemented entirely and without changes	1) Action Plans for all the EC DGs that included actions for reaching the EU targets on women's presence in management positions in the EC. The Plans are monitored by DG HR that issued two reports in 2012 and 2014 . Furthermore, a quarterly reporting system was put into place and in 2012 bilateral meetings were organized with all the EC DGs.
Dignity, integrity and an end to gender-based violence	Adopt an EU-wide strategy on combating violence against women	All activities were implemented, but for adopting an EU wide strategy on combating violence against women. In this field the Commission has adopted a series of legislative	1) Directive 2012/29/EU establishing minimum standards on the rights, support and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA 2) Directive 2011/36/EU on preventing and combating trafficking in human beings 3) COM(2012) 286 final EU Strategy towards the Eradication of Trafficking in Human Beings 2012–2016 4) COM(2013) 833 final Towards the elimination of female genital mutilation 5) 2013 Consultation on combating female genital mutilation in EU 6) EU policy package on the elimination of female genital mutilation : EU campaign on zero tolerance to female genital mutilation, website on female genital mutilation - http://ec.europa.eu/justice/gender-equality/gender-violence/eliminating-female-genital-mutilation/index_en.htm , and EIGE actions - 2013 roundtable on FGM chaired by Vice-President Reding 2013 conference Eliminating Violence against Women in Europe – Intersectoral Approaches and Actions - 2013 report Study on international activities in the field of data collection on gender-based violence across the EU - 2013 report Study to map the current situation and trends of female genital mutilation in 27 EU Member States (MS) and Croatia - 2013 report on Female Genital Mutilation in Europe and Croatia

EU Strategy priorities	Actions foreseen	Implementation state	Outputs
		measures	<ul style="list-style-type: none"> - 2012 report Violence against Women - Victim Support - 2012 report Collection of methods, tools and good practices in the field of domestic violence (as described by area D of Beijing Platform for Action) - database on domestic violence 7) violence against women a priority of the Daphne III programme that financed numerous projects in this area 8) Resolution on combating violence against women (2013/2004 (INL))
	Ensure that the EU asylum legislation takes into account gender equality considerations; promote gender-specific training and best practices within the European Asylum Support Office as well as via funding by the European Refugee Fund	All activities were implemented, but for addressing gender issues in judicial training	<ul style="list-style-type: none"> 1) Gender mainstreaming throughout the European Asylum Curriculum (EAC) 2) gender mainstreaming within the Asylum, Migration and Integration Fund
	Gender in health	All activities were implemented, but for taking account of the gender aspects in	<ul style="list-style-type: none"> 1) gender mainstreaming within the EU Occupational Safety and Health (OSH) Strategic Framework 2014-2020 – women are a specific target of the actions foreseen by the Strategy 2) gender mainstreaming within the EU strategy Together for Health and the European Innovation Partnership 3) gender as an horizontal issue in policies such as tobacco control, HIV/AIDS, European partnership for action against cancer 4) gender mainstreaming within the European Year for Active Ageing and Solidarity between Generations 5) 3 seminars on gender and health and impact assessments in this area between 2010 and 2012 6) 2011 report The State of Men's Health in Europe

EU Strategy priorities	Actions foreseen	Implementation state	Outputs
		the legislative work on ergonomics and work-related musculoskeletal disorders	
Gender equality in external actions	Monitor and support adherence to the Copenhagen criteria for accession to the EU in the field of equal treatment between women and men	Implemented entirely and without changes	1) 2010, 2011, 2012 and 2013 Croatia, Turkey, Iceland and the Former Yugoslav Republic of Macedonia Progress reports 2) gender equality – a horizontal issue within the Human Resources Development Operational Programme implemented within IPA
	External relations and development policies	Implemented entirely and without changes	1) EU Plan of Action on Gender Equality and Women's Empowerment in Development 2010-2015 and subsequent monitoring reports The 2011-2012 reports the following outputs: - in 2011, 40 EU Delegations in developing countries report activities to support the implementation of the EU guidelines on Violence against women; - 57 Delegations support non state actors in the implementation of the above-mentioned guidelines; - EU guidelines on violence against women implemented in the framework of the thematic programmes EIDHR or Non-State Actors' Programme - 19 delegations report activities for capacity building on SCR 1325 and 1820 in fragile states - EU/UN – Women project in Liberia started in 2012 - EU/UN Programme Women connect across conflict: building accountability for the implementation of the UNSCR 1325, 1820, 1888, 1889 targeting Afghanistan, Armenia, Azerbaijan, Georgia, Kyrgyzstan, Pakistan, Tajikistan and Uzbekistan 2) first EU report on EU indicators for the comprehensive approach of UNSCR 1325 and 1820 on women, peace and security 3) 2 meetings of the EU Informal Task Force on UNSCR in 2012; 4) training on rights and gender in 2012 5) training on mediation and peace in 2011 6) gender mainstreaming within the European Neighbourhood Instrument and the 2014-2020 European

EU Strategy priorities	Actions foreseen	Implementation state	Outputs
			<p>Neighbourhood Partnership Instrument</p> <p>7) 15 new grants contracted in 2012 in Neighbouring South Region</p> <p>8) gender policy dialogue in all the regions of the Eastern Partnership Countries</p> <p>9) gender country profiles of 6 EAP countries</p> <p>10) numerous projects on gender financed within EIDHR</p> <p>11) gender equality – a priority of the human rights strategies developed by EEAS and partner countries in 2012</p> <p>12) 42 projects financed within the call "Strengthening protection and promotion of women's rights and women's social and economic empowerment"</p> <p>13) 2011 – 2012 Increasing accountability in financing for gender equality Programme targeting Ethiopia, Haiti, Honduras, Jordan, Kyrgyzstan, Nicaragua, OPT, Senegal, Ukraine, Bolivia, Rwanda, Nepal, Peru, Tanzania, Cameroon</p> <p>14) support to the UNGA resolution aimed at ending the harmful practice of female genital mutilation</p> <p>15) a 7 million Euro project "Spring forward" launched in MENA region focusing women's political participation</p> <p>16) 2 monitoring reports of the EU Action Plan on Gender Equality and Women's Empowerment in Development for the period 2010-2015</p> <p>17) gender advisory services: 5 modules between 2011 and 2012</p> <p>18) 3 online courses on gender equality</p> <p>19) 2012 Memorandum of Understanding between the EU and UN Women for the joint promotion of gender equality and women's empowerment</p> <p>20) EU – UN projects</p> <p>21) programme on national and global advocacy and multi-stakeholders' dialogue</p>
	Integrate gender considerations into EU humanitarian aid	Implemented entirely and without changes	<p>1) EU Strategic Framework and Action Plan on Human Rights and Democracy</p> <p>2) Humanitarian Wash Policy integrating the gender equality perspective</p> <p>3) in 2010/2011 the EC supported a project that increased the capacity of humanitarian staff to effectively manage and coordinate inter-agency, multi-sectorial SGBV programmes</p> <p>3) in 2012/2013 the EC financed a global project aimed at strengthening the capacity for effective and timely support to large scale emergencies and humanitarian capacity development in the GBV Area of Responsibility of the humanitarian coordination clusters</p>
	Other external actions	Implemented entirely and without changes	<p>1) 2.4 million euro project SHEMERA</p> <p>2) involvement of USA experts in the expert group on Structural change in research institutions</p> <p>3) involvement of the USA and Canadian experts in the expert group on Gendered Innovations</p> <p>4) EU participation and support to the preparation of UN Commission on the Status of Women (CSW)</p>

DIRECTORATE-GENERAL FOR INTERNAL POLICIES

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