

Action Plan on Gender Mainstreaming in the work of the Subcommittee on Human Rights (DROI)

Having regard to the European Parliament resolution from 13 March 2003 on gender mainstreaming in the European Parliament, the resolution from March 2011 on gender mainstreaming in the work of the European Parliament, and to recommendations made by the Gender Mainstreaming Network, the Subcommittee on Human Rights (DROI) draws up following actions to be implemented in its work:

In the area of organisation of work:

Training - Propose gender mainstreaming training to MEPs, assistants, staff of the DROI Secretariat.

Distribution of written material - Provide MEPs, assistants, staff of the DROI Secretariat with information regarding best practices in the area of gender mainstreaming.

Selection of staff – In calls for staff and selection of staff of the DROI secretariat, include a specific reference to the knowledge of or experience of gender mainstreaming work as a valuable qualification.

DROI documents – When preparing documents related to the work of DROI, use gender neutral language. Pay special attention to DROI reports and opinions and to studies commissioned by DROI.

Representation of female MEPs - Take into account the representation of female MEPs when distributing the reports, opinions, determining the composition of missions.

Hearings and workshops - When organising hearings, take into account the gender balance of paid experts and invited speakers.

In the area of policies:

Reports and opinions - Include a paragraph focusing on gender related issues in relation to the topic of the report, if relevant impact assessment of proposed policies on the rights of women, possibly taking into account relevant position of the FEMM Committee, if any.

Hearings and exchanges of views on specific countries and regions - Include an overview of the situation of the rights of women in the countries.

Hearings and exchanges of views on horizontal topics - Include impact assessment of proposed policies on the rights and the situation of women.

Studies - If relevant, include impact assessment of proposed policy options on the situation of the rights of women.

Missions to third countries – With the assistance of the Policy Department, include as one aspect of each delegation to third country the assessment of the situation of women in different areas of political and civil life of the country, if possible with relation to criteria defined by the Beijing Platform for Action and its reviews. Include meetings with women NGOs. Include the result of the assessment in the mission report.

In all points, take into account also the situation of other vulnerable groups, including the LGBTI people.

Gender mainstreaming checklist for the organisation of hearings, exchanges of views, workshops

How was the gender balance regarding the speakers respected? _____

How was gender neutral language used when preparing documents for the hearing? _____

If relevant, was an overview of the situation of the rights of women covered? _____

If relevant, was the impact assessment of the proposed policies on the situation of the rights of women covered? _____