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COMMISSION STAFF WORKING PAPER

Framework Strategy on Gender Equality – Work Programme for 2004

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I INTRODUCTION

This document presents the 4th annual work programme of the Community Framework Strategy on Gender Equality¹, and sets out the Commission's planned activities for 2004 in order to promote gender equality in all policy areas. It outlines the priority actions of the Commission to progress with its gender equality policy in all areas. The annex describes in detail the policy-specific activities of each Directorate-General and Service to promote equality between women and men including the gender mainstreaming method.

The annual gender equality work programmes are prepared jointly by all Commission departments. The activities in the work programme are used as performance indicators, with progress and achievements being monitored by the Commissioner's Group on Equal Opportunities², supported by the Inter-service Group on Gender Equality.

The experience drawn from formulating and monitoring the three previous annual work programmes shows that this is an effective approach which delivers results.

II EVALUATION OF THE IMPLEMENTATION OF THE 2003 GENDER EQUALITY WORK PROGRAMME

Activities in 2003 centred around **three priority actions:**

1. Conducting a gender impact assessment and mainstreaming of selected policy areas. In 2002, the Commission endorsed the generalised approach of Impact Assessment³. Thus starting from this year, an Impact Assessment based on the three pillars of social, economic and environmental sustainability is gradually being applied to all major new initiatives.
2. A systematic collection of gender-disaggregated data as input in the relevant policy area, and using this data to develop indicators.
3. Raising awareness and training on gender issues at all levels within the Commission.

¹ Communication from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions towards a "Community Framework Strategy on Gender Equality (2001-2005) COM(2000) 335 final.

² http://europa.eu.int/comm/employment_social/equ_opp/strategy/com_group_en.html

³ Communication from the Commission on Impact Assessment COM(2002) 276 final, see http://europa.eu.int/comm/press_room/presspacks/pdf/276-4en.pdf

In relation to priority action 1 concerning mainstreaming of gender equality:

This document highlights some of the successes achieved during 2003. However, as a general remark, gender mainstreaming seems to be evident only in the policies of those Directorates General and Services where gender equality is expressly incorporated into the legislative basis of the policy, and/or where the employment of women in the economic sector is high. A full evaluation with processed data from all policy areas will be presented in the supplementary document.

- **DG Development** continued organising the co-ordination within the existing network of the Relex family on Gender in external relations. It also reinforced the coordination on gender mainstreaming of Member States Gender Experts through strategic co-operation with the Member States Embassies and Commission Delegations to improve the gender assessment and sex disaggregated data in the focal sectors of the country strategy papers in the Mid Term Review process. To improve visibility and information on the Commission's policy towards gender mainstreaming, a brochure, illustrating good and best practice examples was produced. The brochure highlights the challenges that the Commission faces and encourages ongoing initiatives and efforts to put policies into practice in partner countries.
- **DG Environment** launched a study on gender-differentiated impact in the field of waste management in the European Union in order to analyse the effects of current waste planning policy at municipal level in the EU. Comparative assessment of four waste management planning strategies of local authorities in three Member States (UK, Ireland, Portugal) show, among other things, that the staffing structure of waste management in both the UK and Ireland appears to have a significant gender bias. The majority of senior managers are male, and women tend to be concentrated in public information, customer services and recycling posts. In addition, a gender mainstreaming training exercise took place at Directors/Heads of Unit level in December with the objective of providing participants with a basic knowledge of gender mainstreaming, some best practices and gender impact assessment tools and techniques with a view to facilitating future work on integrating a gender perspective into all levels of activities in DG ENV.
- In February, the **EuropeAid Co-operation Office** set up a network of gender focal persons to act as catalysts, facilitators and a source of gender information. Today, the network comprises around 35 officials. The External Relations DG, the Development DG and the Employment and Social Affairs DG are associated in its work. The network serves as a forum for exchange of information and best practice and for discussion on gender equality issues. Guidelines are also being prepared to assist Commission departments and other partners to mainstream gender into EU development co-operation.
- The **Information Society Directorate-General** integrated the gender aspect when launching of the Sixth Framework Programme (2002-2006). The most important innovation is the inclusion in the project proposal of a Gender Action Plan (GAP). The GAP has the dual role of raising awareness on gender issues and ensuring that research is done and/or applied for the benefit of women.

- **DG Trade** has been undertaking various Sustainable Impact Assessments (SIAs) of bilateral and multilateral trade negotiations, in which gender equality is one of nine indicators. In addition, it has closely involved non-governmental organisations with a special interest in trade and gender in its regular dialogue with civil society. and has supported the protection of core labour standards, which include the elimination of discrimination in respect of employment and occupation, in trade policy in general and in bilateral agreements, as well as corporate social responsibility initiatives of companies aimed at better implementing gender equality in their operations and through their supply chain.
- **DG Enterprise** completed the Best project “Promoting entrepreneurship amongst women”, which identified existing national measures and good practices in the promotion of female entrepreneurship and disseminated them across Europe. The Publication on good practices, the Female Entrepreneurship Database and the Evaluation Guide were presented during a European Forum on “Female Entrepreneurship” that was held in Brussels on 28th March 2003. 400 participants from 31 countries and several international organisations attended this event aimed at debating the results of the project and to explore the way forward. These documents together with the European Forum conclusions and the project’s final report are available in the Enterprise Directorate General website: (<http://europa.eu.int/comm/enterprise/entrepreneurship/craft/craft-women/bestproject-women.htm>)As a follow-up to this project, a workshop devoted to “Access to finance for women entrepreneurs” was organised in November 2003 aimed at exploring innovative approaches and good practices in the field of financing.
- **DG REGIO** has an internal "Equal opportunities" working group, which recently proposed as econd plan of action in the field. DG REGIO has encouraged Member States to take account of gender equality in Structural Funds measures in view of the Commission's Communication "Implementation of gender mainstreaming in the Structural Funds programming documents 2000-2006" (COM(2002)748final).
- **DG Agriculture** organized two meetings with its standing group « Women in rural areas » to discuss CAP reform and rural development, the future of rural development post 2007 and updated statistics of women in rural areas. AGRI organized the second European conference on rural development in Salzburg in November 2003 whose conclusions underlined the need in the future RD policy to investment in the broader rural economy and rural communities and to generate new employment opportunities, specially for young people and women. In the follow-up of the the Communication «Implementation of gender mainstreaming in Structural Funds programming ocuments 2000-2006»,, AGRI collected best practices of gender mainstreaming and specific actions in favour of rural women in rural development programmes and community initiative Leader + that were discussed in the standing group “Women in rural areas”.
- **DG Fisheries** organised a Conference in Brussels in January on “The role of women in the fisheries sector” in order to exchange experiences, good practises, and identify benchmark initiatives to be promoted.
- **DG Education and Culture.** ran checks on projects, as part of the Socrates programme, to see whether gender mainstreaming has in fact been incorporated.

Projects involving disadvantaged women or men, for example training of fathers for their new role in the family, be it single parent or not, were given priority. "Equal Opportunities, a quality issue", a site dedicated to gender issues, can be consulted on the Internet at the following address http://europa.eu.int/comm/education/programmes/leonardo/new/leonardo2/opport_en.html. The promotion of gender equality is firmly entrenched in all actions under the Youth programme. In 2003, this programme also considered equal opportunities as a central theme in the Euro-med Youth programme, and the theme "Place of women in society" was considered to be a priority.

- **DG Enlargement** continued to monitor the transposition, implementation and effective enforcement of the acquis in gender equality matters in the 10 acceding and 3 candidate countries through the various instruments of the pre-accession strategy, and organised through the TAIEX office awareness raising meetings on the Community's gender equality policy.
- New activities and initiatives were launched in 2003 in **DG Research** including promoting gender equality in science in Central and Eastern European countries and in the Baltic States.
- The Enwise Expert Group has been set up to examine the situation facing women scientists in Central and Eastern Europe and in the Baltic States and to provide women scientists in those countries with the tools enabling them to approach decision-makers, as well as to promote gender equality in the wider context of enlargement. The Enwise activities can be consulted on the web site (http://europa.eu.int/comm/research/science-society/women-science/enwise_en.html)
- Within the context of the Gender Watch System, which involves mainstreaming gender issues at all levels of implementation of the Framework Programme as well as in the research content, DG Research has set up a set of concrete measures which mainly consists of a 40% target for the participation of women in evaluation panels, groups, committees and for Marie Curie fellowships and in the obligation for the Integrated Projects and Networks of Excellence to provide a Gender Equality Action Plan.
- -DG Research has also launched a study on networks of women scientists, with the aim of identifying and surveying existing networks and of developing scenarios and recommendations for the setting up of a European Platform of Women Scientists. On the basis of the study's recommendations, a call for proposals for the establishment of a European Platform was published in September 2003. The setting up of this European Platform is foreseen for the end of 2004 (with a budget of approximately €2mio for the first three years of operation)."
- **DG EMPL** prepared the first annual report on equality for women and men to be submitted to the Spring Council 2004. The report covers information on progress so far, challenges ahead and policy orientations for the forthcoming year and constitutes a key document for monitoring development towards gender equality and ensuring its follow-up. With regard to the European Employment Strategy, the new Guidelines have been implemented in the member states, including the specific guideline on gender equality that concerns both gender mainstreaming and specific actions. In

respect of the social inclusion process, a session of the Social Protection Committee was dedicated to gender mainstreaming.

- In view of the Elections to the European Parliament in June 2004, **DG PRESS** and **DG EMPL** have been preparing a campaign to promote a balanced participation of women and men in the European Parliament which will emerge from these elections. The campaign will consist of producing a brochure and three posters relevant to this issue and providing for the organisation by DG PRESS, both in the member states and in the acceding countries, of round table discussions with the participation of various stakeholders from the gender equality area.

In relation to priority action 2 concerning data collection and engendered indicators:

- In view of monitoring the gender guideline and gender mainstreaming in the European Employment Strategy, **DG EMPL** cooperated with **ESTAT** on a study on gender pay gaps in European labour markets and finalised a study on comparable statistics in the area of childcare. A specific module on reconciliation between family and work responsibilities was drafted within the Labour Force Survey. A project was launched to collect data on women and men in decision-making positions in four domains (political, public administration, economic and social), to set up a European database and to publish data on the Commission's website, which will be available early in 2004 .
- **DG Research**, in particular the Helsinki Group on Women and Science and its subgroup of Statistical Correspondents⁴, prepared a collection of detailed statistics and indicators on Women and Science, entitled She Figures, which was published in October 2003. This tool allows analysts at national level to review the overall patterns in scientific education and employment by field of study, by field of science and by seniority, thus enabling benchmarking of national research policies. She Figures 2003 is a unique compilation of key data which presents descriptive statistics and indicators for the Member States and the Associated Countries as well as explanatory texts and methodological notes. All statistics and indicators, including the She Figures, can be consulted and downloaded on the web site (http://europa.eu.int/comm/research/science-society/women-science/statistics_en.html)

In relation to priority action 3 concerning training on gender issues:

- **DG Justice and Home Affairs** familiarised middle managers (Heads of Unit) with the policy strategy of gender mainstreaming in a seminar which was tailored around the specific policies and competencies of DG JAI. Another seminar "Social Impact Assessment and the place of gender aspects in Social Impact Assessment" dealt with case studies within a policy field that had not been mainstreamed before: procedural safeguards for suspects and defendants in criminal proceedings throughout the

4 Named after their first meeting in Helsinki in November 1999, the "Helsinki Group on Women and Science" gathers national representatives directly responsible for issues about women and science in the 15 EU Member States and 17 associated countries. This expert group meets twice a year and provide an important forum for dialogue about national policies. To further help the Commission in collecting sex-disaggregated statistics and build gender-sensitive indicators, the Helsinki Group has appointed national Statistical Correspondents.

European Union, and within the field of immigration and asylum (European Refugee Fund), where DG JAI already has some experience in integrating a gender perspective. Besides the training initiatives, the set-up of an internal working group of DG JAI gender equality correspondents has to be mentioned as an important contribution to awareness raising regarding gender issues in the DG.

- The *EuropeAid Co-operation Office* together with the External Relations DG and the Development DG launched an extensive gender mainstreaming training programme targeting staff at the Headquarters (DG Relex, DG DEV and AIDCO), Delegations and representatives of national administrations of partner countries. Some 2M€ will be set aside to implement this training programme over the next two-years and half (2004–2006). A call for tender was launched in 2003 to select a company to carry out the training activities. The activities have already started in January 2004.

In parallel to the pursuit of the three priority actions, 2003 witnessed reinforcement of the gender equality legislation:

The Commission put forward a proposal for a Council Directive on equal treatment between men and women outside the workplace. The proposal focuses specifically on the access to and supply of goods and services. The use of sex for example as a factor in the calculation of premiums and benefits for insurance and related financial services would be prohibited. The proposal was forwarded to the EU's Council of Ministers for unanimous adoption, after consultation of the European Parliament.

In order to make the existing legislation more readable and accessible to the citizens, as well as increasing legal certainty and clarity, the Commission expressed its intention to replace a significant number of the existing legal texts with a single comprehensive text by proposing a recast Directive on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

A proposal for a new regulation of the European Parliament and of the Council on promoting gender equality in development co-operation (2004-06) was adopted in July by the Commission, with a proposed budget of €9 million. Deliberations in the Council and Parliament were not finalised in 2003. The regulation ties very closely with the political goals of the Beijing Platform for Action and the Millennium Development Declaration and reinforces the gender mainstreaming strategy by supporting specific actions for the empowerment of women.

III PRIORITY ACTIONS FOR 2004

The Commission's gender equality work programme for 2004 will build on the achievements of 2003 and include pro-active as well as reactive measures, i.e. adjusting existing policies by applying gender mainstreaming, and introducing specific measures designed to improve the situation of the disadvantaged or under-represented sex in the respective policy area.

The gender equality work programme for 2004 will therefore continue to pursue a dual approach, namely horizontal priorities applicable to all Directorates-General and Services; and policy specific initiatives by each Directorate-General and Service, covering:

- the integration of a gender perspective in policy initiatives (gender mainstreaming) and
- specific actions addressed to the disadvantaged or under-represented sex in the relevant policy area.

The results obtained through the implementation of the three priority actions in the course of the previous three gender equality work programmes confirm the need to combine various instruments with a view to guarantee efficiency and effectiveness in pursuing the promotion of equality between women and men . It is, therefore, necessary to ensure continuity in 2004 in respect of the priority actions and, consequently, **all** Commission departments should again focus on:

1. Integrating the principle of equality between women and men both in new policy initiatives as part of their ex-ante analysis as well as in existing policy initiatives as part of their interim and ex-post analysis.
2. Collection of gender-disaggregated data and systematic break down by gender of all related statistics as required to ensure policy planning and analysis and to develop indicators, which will allow assessment of progress of gender equality in that policy area.
3. Awareness-raising on gender issues in the Commission services and training of the Commission staff in the methods for assessing the different impact of policies on women and men respectively and for mainstreaming a gender equality perspective into the policy planning and implementation process. To this end, each Directorate-General and Service will continue to incorporate gender mainstreaming modules in their training plans for staff members of all levels, especially at management level.

2004 will be a landmark in the life of the European Union when 10 new member states accede on 1st May. Developments towards equality between women and men are evident in the current member states and some convergence is also noticeable in the acceding countries. But changes have not happened automatically; they have resulted from strategic policy initiatives to promote equality between women and men at all levels..

In view of the main goals to be achieved by the European Union by 2010, namely full employment, a high level of social protection, long-term economic growth, and sustainable development in a knowledge-based society, the Commission should make an effective and efficient contribution to ensuring that the principle of equality between women and men is integrated in all its respective policies and activities. Within this context, particular attention should be paid to strengthening the integration of gender equality in all policy fields, including employment and social policies, education, justice and home affairs, external relations, development co-operation, budget and financial policies and the structural funds.

ANNEX :

Work programme 2004 of each Commission department
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Secretariat-General

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
	N.A. (The Secretariat General is not responsible for implementing specific policies).

Legal Service

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	

Press and Communication service
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On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	

GOPA: Group of Political Advisers
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On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	

DG Economic and Financial Affairs

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	

DG Enterprise

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
<p>Evaluation and follow-up of gender related training (management training & mentoring for C grades).</p> <p>Dissemination and exploitation of the results of the Best project “Promoting entrepreneurship amongst women”, namely the Publication on Good Practices, the Female Entrepreneurship Database the Evaluation Guide and the final report, among EU25 and Candidate Countries.</p> <p>To complete and improve the information specifically devoted to women entrepreneurs available in the Enterprise Directorate-General webpage and to set up a special website (in EUROPA) for the promotion of female entrepreneurship.</p> <p>To continue the co-operation with the network WES (enlarged to acceding countries) and with professional organisations and networks of women entrepreneurs. To continue the cooperation with International organisations such as the OECD (in particular for the preparation of the SME Ministerial meeting foreseen in Istanbul in June 2004), ILO and UNECE.</p>	<p>Publication of the new equal opportunities plan (building up in particular on the modifications of the staff regulations – equal opportunities & working conditions and the draft fourth action programme). Launch of a local C-networking.</p> <p>Future actions will be focussed in the exchange and exploitation of Good Practices in order to contribute to the creation of a more favourable environment leading to increase the rate of new business creation by women as well as to contribute to the growth of women-led businesses.</p> <p>On the basis of the “Entrepreneurship Action Plan” recently adopted by the Commission, several expert meetings on relevant issues as for example access to finance for women entrepreneurs and networking are foreseen in 2004.</p> <p>An expert meeting on the issue “La protection sociale des femmes entrepreneurs, indépendantes et conjoints co-entrepreneurs dans l’Union européenne” will be organised in Brussels in June 2004.</p> <p>The Gender Equality Strategy will be presented at one of the meetings of the Better Regulation network.</p>
On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004

DG Competition

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	

DG Employment and Social Affairs

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
General issue	<ul style="list-style-type: none"> • Following the request at the Spring Council 2003 a first annual report on equality between women and men will be submitted to the Spring Council 2004. It will cover information on progress so far, challenges ahead and policy orientations for the forthcoming year. The report will be a key document for monitoring and follow-up of development towards gender equality. • European campaign for a balanced representation in the European Parliament - elections 2004
Employment	<ul style="list-style-type: none"> • The Joint Employment report, planned to be adopted by the Commission in January 2004, will include an assessment of Member States' progress in implementing the Employment Guidelines. This includes the specific guideline on gender equality including both gender mainstreaming and specific actions. • Publication of time use data concerning reconciliation between work and family responsibilities • Study on wider use of Time Use Data
Social inclusion strategy	<ul style="list-style-type: none"> • The new Member States will submit their NAPs/inclusion for the first time in 2004. <p>The comparability of social inclusion indicators poses particular problems as data produced by national sources have to be assessed in detail and validated with regard to the data commonly used in the social inclusion process. Particular attention should be given to the need to ensure significant gender breakdowns in as numerous indicators as possible</p> <p>Eurostat has broadly validated national data pertaining to the Laeken indicators from all acceding countries except Hungary and Slovakia. It has planned to carry out in 2004 a pilot survey preceding their participation in EU-SILC (except Estonia, Malta and Latvia).</p> <ul style="list-style-type: none"> • ,
Pension process	<ul style="list-style-type: none"> • The Commission will continue to work with Member States in the framework of the Indicators Group in order to develop a common methodology for the calculation of replacement rates. Special theoretical cases that are more representative of women's • A number of studies on pension reforms will be undertaken under the auspices of the SPC in 2004. They should take into account the specific situation of the two genders and highlight in particular any risks that older

careers should be constructed as part of future work on replacement ratios	<p>women may face as a result of no or insufficient rights accumulated during prime working age.</p> <ul style="list-style-type: none"> • Follow-up of Social Partners' consultation on the portability of occupational pensions
Social protection	<ul style="list-style-type: none"> • The Commission will present early next year a communication setting out how it envisages to strengthen policy co-operation in the field of healthcare and care for the elderly. Gender mainstreaming will be adequately taken into account in such communication.
Health and safety at work	<ul style="list-style-type: none"> • Seminar on gender issues in health and safety at work in link with the Advisory committee on equal opportunities
<p>Information Society</p> <ul style="list-style-type: none"> • Inclusion of gender as key aspect of ESDIS paper e-Inclusion and local development • Inclusion of gender as aspect of e-Health paper by ESDIS • Inclusion of gender in social dialogue work by ESDIS 	<ul style="list-style-type: none"> • In EQUAL, the thematic area of Adaptability focuses on ICT skills: a survey of best practices will be prepared during 2004
European Social Fund	<ul style="list-style-type: none"> • A brochure on gender mainstreaming across the all themes of EQUAL will be prepared in 2004
Anti-discrimination	<ul style="list-style-type: none"> • Launch another Eurobarometer survey in 2004 to gather data on the barriers encountered by groups vulnerable to discrimination. The results will be desegregated by gender. • In the context of the support to the operating costs of European level umbrella NGO's representing victims of discrimination, DG EMPL will request that they factor in the gender dimension in their work programmes for 2004/2005 and provide gender desegregated information where appropriate.

<p>Industrial relations</p> <ul style="list-style-type: none"> • Continued support to SP activities within their joint work programme 2003-2005 (Establishment of Framework of actions) • Continued support under budget lines B3-4000 and B3-4002 to increase the participation of women in social partners organisations 	<ul style="list-style-type: none"> • Particular attention will be given to the organisations of the new Member States.
<p>Enlargement</p>	<ul style="list-style-type: none"> • The Programmes for the ESF and Community Initiative EQUAL for the new Member States will commence including specific efforts on gender equality. • Ensure an appropriate integration of gender mainstreaming in the future ESF in the negotiations on the legislative framework for the Structural Funds after 2006 • Social inclusion strategy : see details above. • European Conference in Malta to raise awareness on the promotion of gender equality
<p>Evaluation</p>	<ul style="list-style-type: none"> • An evaluation of the Community framework strategy on gender equality and on community programme has been launched beginning of 2003. First results on the framework strategy will be available in 2004. • The synthesis of the mid-term evaluations of the ESF interventions for the programming period 2000-2006 will provide by the end of the first quarter of 2004 an overview of the first result of the mainstreaming of gender equality and specific measures within ESF interventions

<p>Training</p> <ul style="list-style-type: none"> • Maintenance of gender equality as a key part of all DG-specific introduction training. • Maintenance of the policy of investing particularly in training and developmental actions for the C category. 	<ul style="list-style-type: none"> • Development of a specific scheme for mentoring of new Unit Heads, paying special attention to meeting the needs of the colleagues concerned for guidance in relation to the gender issues inherent in the role of manager. • Design and testing of a pilot short training event to raise awareness of large numbers of staff on gender issues. • Preparation and distribution to all DG staff of a brochure on Gender Equality and Training in EMPL. • Publication of statistical information on participation by EMPL staff, broken down by sex, in different types of training activities.
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Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area

(specific actions)

<p>European Employment Strategy.</p> <ul style="list-style-type: none"> • Pursue the development of common indicators on childcare 	
<p>EQUAL initiative and European Social Fund.</p>	<ul style="list-style-type: none"> • The emphasis in EQUAL, for 2004, will be on work life balance and vertical segregation.
<p>Programme relating to the framework strategy</p>	<ul style="list-style-type: none"> • Priority theme in 2004 : "gender rules and stereotypes" • Interim report on the implementation of the programme for gender equality

DG Agriculture

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
<p>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</p>	
<p>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</p>	

DG Energy and Transport

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Follow-up of the gender mainstreaming initiatives foreseen by DG RTD in the implementation of the new RTD framework programme (monitoring studies on gender mainstreaming collecting gender desegregated data and/or breaking down systematically the data by gender).</p> <p>DG TREN participation in, and close collaboration with, the inter-service "Gender equality group" to follow up gender mainstreaming.</p> <p>Mention, in the calls for tenders and calls for expression of interest, of the Commission's commitment to gender equality.</p> <p>Gender balance in Committees: effort to attain gender balance in Committees.</p> <p>Gender balance for speakers in-house training sessions: effort to attain gender balance among the speakers.</p> <p>Ensure that any proposed action of the DG is gender-neutral in its drafting and that gender equality is promoted.</p> <p>"Ad hoc" mail-box at DG TREN web-site on "Equal opportunities".</p>	<p>Introduction of a "coaching" system whereby each new recruit could be directly and practically informed of the major thrusts of Community policies, particularly as regards the integration of gender equality dimension, by an experienced member of his/her unit.</p> <p>Support the DG ADMIN in inserting of gender mainstreaming modules in training plans for staff members of all levels, in particular management level.</p>

DG Environment

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Training</p> <p>As a follow-up to the training session on Gender Mainstreaming at Directors/Heads of Unit level, feedback will be collected and evaluation will be conducted in order to standardise training on Gender Mainstreaming for staff of all levels and to include gender mainstreaming modules in their training plans.</p> <p>Raise awareness on gender issues in the DG by circulating brochures and posters, and by updating the website.</p> <p>Studies</p> <p>Follow-up to the study “Research into Gender Differentiated Impacts of Municipal Waste Management Planning in the EU” to be finalised in January 2004.</p> <p>Implementation</p> <p>Implementation of Commission Decision 00/407/EC of 19 June 2000 to improve the gender balance in the Commission’s committees and expert groups (target of 40% female participation).</p> <p>Gender impact assessment in the evaluation and selection of project proposals (for instance LIFE programme).</p> <p>Mainstream a gender perspective into the DG ENV’s activities on human health and employment, access to information, and waste management.</p>	<p>Training</p> <p>Evaluation and standardisation of training in Gender Mainstreaming and implementation in existing training modules.</p> <p>Studies</p> <p>Dissemination of the results of the study in relation to waste management, with a view to developing guidelines for Member State waste management planning.</p> <p>Gender impact study to assess whether the Water Framework Directive and its Implementation Strategy may impact differently on men and women (depending on availability of financial resources).</p> <p>Implementation</p> <p>Monitoring of the Implementation of Commission Decision 00/407/EC of 19 June 2000 to improve the gender balance in the Commission’s committees and expert groups.</p> <p>Improve the integration of a gender perspective into environmental policies by using gender impact assessment.</p>
Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)	
<p>Gender impact study: gender data in waste management industry.</p>	<p>Development of indicators on participation of women in environmental projects/activities.</p>

DG Research

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Promoting the enhancement of the Gender Watch System and associated activities to promote gender equality throughout the European Research Area.</p> <p>As stated in the legal documents relating to FP6 (the Sixth Framework programme, the Specific Programmes and the Rules for Participation), activities under the 6th Framework Programme should strive to increase the role of women in research. Each Network of Excellence and Integrated Project is required to design an action plan to promote gender equality and to describe the gender dimension in research. The target of 40% participation of women in all assemblies, evaluation and monitoring panels is maintained. The gender dimension is appraised during the evaluation sessions and specific information on gender mainstreaming is delivered to evaluators (“Vade Mecum on gender mainstreaming”).</p>	<p>Gender monitoring studies: Following the publication of calls for tender in November 2003, studies will be undertaken in 2004 to monitor the gender mainstreaming of the Sixth Framework Programme.</p> <p>Strategic database : Setting up a database with all relevant information for all institutions and organisations participating in the Framework Program policy process and the EU funded projects : sex-disaggregated statistics on external advisory groups, programme committees, 5 years assessment panels, monitoring panels and evaluation panels , statistics on proposals and projects, Gender Action Plans.</p> <p>Enhance the Gender Watch System: by developing practical tools and approaches for mainstreaming and monitoring gender equality in European research.</p>
Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)	
<p>Women and Science indicators: Monitoring progress towards gender equity in science at institutional, national and international level through Main science and Technology indicators /Eurostat and OECD and through collection of statistics in partnership with the group of statistical correspondents of the Helsinki Group (“She Figures”)</p> <p>Supporting the empowerment of women scientists and engineers and promoting public debate: by developing synergies between existing actions and policies for promoting women in science at European, national and regional levels.</p> <p>Promoting gender equality in science in Central and Eastern European countries and the Baltic States: The recommendations to the Commission put forward in the Enwise final report will be debated and further developed at a conference to be held in Estonia in September 2004.</p> <p>Follow-up of the Women in Industrial Research: establishment of an expert group to analyse the business case for gender diversity, support to the implementation within the</p>	<p>Ambassadors for Women and Science: to allow high-level scientists to act as “Ambassadors for Women and Science” by raising awareness of gender issues in science, by providing role models for girls and women, with a view to encouraging them to consider studies and pursue careers in scientific fields.</p> <p>Developing a better understanding of the gender issue in scientific research through :</p> <p>benchmarking of policy measures for gender equality in science;</p> <p>minimising gender bias in the measurement and evaluation of scientific excellence</p> <p>Piloting new areas of data collection and analysis. through quantitative and qualitative studies and surveys focussing on longitudinal studies of scientific careers vertical segregation; pay gap; school to work transitions of S&T graduates</p> <p>Studying the influence of gender roles and identities, cultural contexts in reproducing gender stereotypes in science.</p>

companies of the five key actions described in the CEO-Position Paper, promoting gender diversity in companies through FP 6 (new instruments, mobility, SME activities, etc...)	
Setting up of the European platform of women scientists	

Joint Research Centre

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
	<p>Awareness raising by presenting and Broadcasting of the main outcomes of reports within each Institute</p> <p>Analyse the gender statistics for CDR 2002 exercise (both merit and priority points)</p> <p>Monitor the gender statistics for promotions against the J.R.C. targets set for 2003</p> <p>Broadening contacts with committees and working groups</p>
Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)	

DG Information Society

On going activities to be continued in 2004	New activities and initiatives to be launched in 2004
<p>Training:</p> <p>Raising awareness on gender mainstreaming aiming to sensitise all DG staff as well as middle and senior management.</p> <ul style="list-style-type: none"> ➤ Presentations of Commission and DG activities relating to mainstreaming to all newcomers. ➤ Organisation of a training session for senior management. ➤ Internal seminar for all staff to present mainstreaming and relevant activities in other DGs as well as ways to improve female participation in projects. 	<ul style="list-style-type: none"> ➤ To continue ➤ One off exercise ➤ To continue at a smaller scale.
<ul style="list-style-type: none"> ➤ Production of gender segregated statistics for the programme after each call. 	<ul style="list-style-type: none"> ➤ To continue for the duration of the programme. The results of the first call for proposals showed

	that the number of female evaluators has increased to 20%. (18,35% in 1999)
➤ A qualitative analysis of the GAPs has started and the results will be presented to management and all POs in a special session.	➤ To continue for the duration of the programme.
➤ Preparation for the launching of a Gender Impact Study for the remaining of the programme (duration of three years).	➤ Study to continue and results and recommendations to be fed in the preparation of the next FP.
➤ Participation in the Intraservice Mainstreaming Group and the Women and Science Group formulating thus policy on gender integration	➤ To continue
➤ Efforts to increase the visibility of the programme and disseminate information concerning possibilities for participation through conferences and presentations as well as the Dir C Newsletter	➤ To continue.
➤ Two relevant projects (SIBIS and SIGIS) are providing the DG with statistical results.	➤ Information from the projects to be fed back in establishing future workprogrammes
➤ Following up recommendations of 5 th Framework Programme Impact Study	<ul style="list-style-type: none"> ➤ Qualitative analysis of Evaluators Database and communication with questionnaire to find out reasons for low participation ➤ Session in at least one major event to increase programme visibility ➤ When possible training of evaluators in order to join in 2nd part of programme cycle ➤ When required presentation of 6FP possibilities for female contractors
➤ Inter DG seminar for all officials to present Gender Mainstreaming, Women and Science and DG activities	➤ Follow up with similar activity in 2004 in order to keep level of information flowing.
	➤ Preparation of a Gender and Information Society Communication. The content of the Communication will be decided by an intra DG group in a special brainstorming session.

DG Fisheries

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Continue the mainstreaming of a gender equality perspective into the Structural Fund activities, according to Council Regulation 1260/1999 of 21 June 1999.</p> <p>Council Regulation N.2792/1999 laying down detailed rules and arrangements regarding community structural assistance in the fisheries sector, took into account gender mainstreaming arguments.</p> <p>Improve mainstreaming in Common Fisheries Policies programming</p> <p>Raise awareness of the managers of the funds at national, regional and local level to the importance of women's participation. Positive contribution to the development of coastal areas and areas lagging behind.</p>	<p>Innovative Actions in the fisheries sector- 2004</p> <p>A specific topic in the call for proposals, dedicated to women, in order to finance projects tailored for them and their needs.</p> <p>Seminar</p> <p>An information/training seminar in order to improve the quality of projects presented by women's associations.</p>

DG Internal Market

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>(1) Possibility for the citizens of submitting to the Commission problems relating to the application of Community legislation as regards gender equality</p> <p>(2) Possibility for the citizens to seek information relating to Community legislation as regards gender equality</p> <p>(3) Collection of statistical data on gender equality by using the following: :</p> <ul style="list-style-type: none"> -the site"Dialogue with the citizenz", which provides citizens with a series of guides and practical files relating to their country, with regard to the rights and opportunities conferred to them by the EU; a new version of this site will be available in 2004 and will be placed on a new portal entitled "YOUR EUROPE" (in collaboration with DG ENTR); - the orientation service, to be used by citizens consists of a team of lawyers which provide, within three working days, replies to alla questions raised by citizens as regards their rights; - SOLVIT , a new network set up in July 2002 with a view to solve in arapid and practical way, all problems relating to the implementation of the internal market rules; - the site"Your point of view on Europe", which receives or requests the opinions of citizens and entreprises as regards the development or the impact of community policies relating to the internal market. This site is part of a wider initiative entitled"interactive Policy Making"(IPM). <p>IPM is an initiative consisting of 2 technical tools which make it possible to collect information on various policy areas, which can be gender – specific, in a systematic way, and in a way which facilitates its use:</p> <ul style="list-style-type: none"> - IPM Feedback Mechanism: a database which had been improved beginning of 2003 in order to cover 23 policy-areas and which would also allow all Commission services to extract gender-orientated problem-areas to be used for policy-making, evaluation, impact-assesement and reporting. - IPM on-line consultations: a tool allowing the creation of structured on-line consultation which enables all Commission services to use the internet to collect feedback quickly and more efficiently. 	

DG Regional Policy

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Where necessary, raising Member States' awareness of the point of including specific 'equality' measures, indicators and selection criteria for projects taking this dimension into consideration. Analysis, from the point of view of the way equality is taken into account, in the CSF and SPD follow-up committees.</p> <p>Continuation of the ISG sub-group on gender mainstreaming in the Structural Funds (in co-operation with DG EMPL)</p> <p>Consideration of the equal opportunities dimension during the mid-term review of programmes and SPDs.</p>	<p>Works of a network of Member States officials in charge of gender mainstreaming in the Structural Funds will start (in co-operation with DG EMPL)</p>
Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)	
<p>As a follow-up, awareness-raising activities will be organised in the Member States: technical assistance credits will be made available under the programmes to organise meetings and seminars to disseminate the best practices highlighted, to inform women of moves to remove barriers to equality, and to set up networks for the exchange of information and experiences.</p> <p>Monitoring of the results of studies on the programming documents for Objective 1 and 2 with regard to the equality dimension. The DG will make recommendations to the various Member States.</p>	<p>DG REGIO will ensure that good practices are disseminated and monitored.</p>

DG Taxation and Customs Union

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>The Evaluation Unit will ensure that the activities foreseen for 2004 within the framework of the new programmes "Fiscalis" 2003-2007 and "Douane" 2003-2007 will be gender mainstreamed.</p>	<p>Within the framework of the new programmes "Fiscalis" 2003-2007 and "Douane" 2003-2007, it is foreseen to apply gender mainstreaming in the context of their evaluation. To this end, a collection of gender disaggregated data in respect of participation in the different actions is envisaged, with a view to develop indicators relating to questions of equal opportunities (monitoring of gender gaps, measuring progress realised in terms of gender equality, etc.).</p>

DG Education and Culture

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Lifelong Learning Policy development</p> <p>In 2003 17 European networks of Learning Cities and Regions will start, which have been selected in 2002 under a special call for proposals. The selection process showed that the local level is a very gender sensitive and an adequate level for giving women with little mobility (due to caring responsibilities, elderly or with disabilities) a second chance for participation in lifelong learning.</p> <p>A Communication on Investment in Human Resources will be published in 2003, which will also integrates explicitly the gender view.</p> <p>In the context of the work programme for the Educational Objectives Report European Women's organisations dealing with learning have been invited to send experts to the 8 working groups.</p> <p>Indicators and examples of good practice for the different objectives in the Educational Objectives Report will be tested in the working groups for their contribution to gender mainstreaming.</p>	<p>Lifelong learning Policy development</p> <p>Participation and contribution of DG EAC in a European conference with a view to prepare an international conference on Beijing +10 which will take place in 2005.</p>
<p>SOCRATES II</p> <p>All the actions of the programme Socrates II will incorporate the promotion of Equal opportunities in their respective objectives, under its two fundamental aspects, on the one hand Equality between women and men (or equality of the kinds) and moreover social inclusion (for socio-economic, cultural reasons, race or disability). Priority is given to the respecting and promoting projects in a general or specific way these principles in their objectives, and that with a reference particular to the plan of action for Equal opportunities approved in 2001 by the Committee Socrates.</p> <p>The recommendations of the study on the evaluation of the dimension of the kind in Socrates I will be implemented by the national Commission and the Agencies in particular for the selection, the evaluation and the distribution of the projects or good practices and the training of the project promoters</p> <p>The Socrates-Grundtvig action has integrated an information about EU gender mainstreaming policies in the introductory seminars for European adult education project coordinators: developed in 2003.</p>	<p>SOCRATES II</p> <p>Via the Netty network, it is planned to ask from the national Agencies the actions or measures that they undertake on the subject.</p> <p>In 2004, an assessment of the action Plan 2001/2002 could be carried out for the implementation of the equality aspects under the SOCRATES programme,</p> <p>In the process of "clustering", the possibility in 2004 of constituting a cluster around the equality subject</p>

	<p>LEONARDO II</p> <p>A new brochure will be produced presenting good Leonardo da Vinci II projects on equal opportunities for women. The selected good practices should show their contribution to ensuring a better gender balance in vocational training and in the workplace..</p> <p>A contract to the Milos Educational Womens Collaboration Activities in Tourism (MEWCAT) entreprise has been awarded through a call for proposals, with the purpose of valorising the results and products generated by four Leonardo da Vinci projects.Both the overall activities of MEWCAT, as well as the four projects/products chosen, have a strong bearing on Tourism whilst at the same time maintaining a strong emphasis on Equal opportunities.</p>
<p>YOUTH:</p> <p>Efforts to carry on with</p> <ul style="list-style-type: none"> - the general engagements of DG EAC for 2003 as regards evaluation, statistics and the specific indicator search, awareness-raising and training distribution, - the targeted specific action search (e.g. on the Action 5), to carry out a more detailed analysis to improve the implementation of the integrated approach (Objective 5 of the outline strategy in particular) in order to make young people aware on the male/female stereotypes and traditional roles - the following actions: mainstream a gender equality perspective in the YOUTH programme (examination of the possibility of building for instance on the European Women lobby (EWL) project for young women) and break down by gender the evaluation of the participation and results of all projects 	<p>YOUTH</p> <p>The Youth unit will take care of that the distribution rate between sexes of the participants in the Youth programme is maintained in 2004. In particular, with regard to the supporting measures (action 5) , the gender repartition of the participants will be checked.</p> <p>Given the need to improve the contribution of women of the south of the Mediterranean to the European projects and to European culture and to the importance of equality with men in the programme Euro-Med Jeunesse, equal opportunities will also be priority thematics in 2004.</p> <p>Significant indicators in Gender Equality: research or analysis is planned for 2004</p>

<p>2000 CULTURE AND MEDIA Plus</p> <p>Efforts will be made to carry on with</p> <ul style="list-style-type: none"> - the general engagements of DG EAC as regards gender mainstreaming - the specific engagements not yet carried out of the 2002 work programme and the specific action search ad' hoc. 	<p>2000 CULTURE AND MEDIA Plus</p> <ul style="list-style-type: none"> - Taking into account the gender dimension at the time of the revision of the Directive on Television without frontiers and of the Recommendation of the Council at its meeting on 24 September 1998 on the protection of minors and of human dignity in the audiovisual sector and information services. <p>Integrate in the Culture 2000, MEDIA and other support programmes a gender equality perspective, in particular by</p> <ul style="list-style-type: none"> - adding in the conditions for Community support that proposals which do not comply with the Community's objective to promote gender equality (article 2 and article 3 par. 2 EC Treaty) are not eligible for grants and other support. - Promoting a non-stereotypical image of women and men in the supported productions and activities and following Council Resolution of 5 October 1995 on the image of women and men portrayed in advertising and the media.
<p>LIBRARIES</p> <ul style="list-style-type: none"> - Efforts to identify in the directories or via research engines, the works developing the gender aspect in relation to the Framework Strategy of the Commission - in coordination with the network of the libraries of the Commission. 	<p>LIBRARIES</p> <ul style="list-style-type: none"> - In the purchases, select works on the policy of the Commission or of general interest on the matter, or direct the readers towards the sources of works -
<p>STAFF POLICY:</p> <p>Continuation and reinforcement of the measures carried out partially in 2003 - Awareness-raising and staff training</p> <p>Implement the objectives not achieved in 2003: adoption of an equal action plan opportunities at the level of the DG including campaigns and training of the management</p>	<p>STAFF POLICY:</p> <p>Renew the plan of action of the DG and finalise the activity of training of personnel in implementing a gender mainstreaming approach in the programmes and actions ran by the DG..</p>

<p>INFORMATION/COMMUNICATION</p> <p>.Continue taking care in 2003, of H/F representation (photographs, quotations, situations) in our publications (the Magazine e.g., Internet) or exhibition (to post, poster, folders.. Respect of the aim of awareness-raising of the personnel of the Commission to the gender equality issues as regards Communication "</p> <p>Ensure that publications and their illustrations do not stick to gender stereotyped roles</p> <p>Continuity in personnel recruitment (statutory or in training) in the Communication unit and respect of the principle of gender balance and gender equality.</p> <p>Take into account of the gender dimension when organising exhibitions and fairs, given that 60% of the visitors are women.</p>	<p>INFORMATION/COMMUNICATION</p> <p>Within the framework of the restructuring of the Web site in Education and Culture, extension of the site on gender equality with a view to provide for the visibility of the projects taking into account the gender dimension in various programmes and actions in education and culture..</p> <p>The Magazine of Education, will integrate, whatever the treated topic, a gender equality aspect This dimension will not be explicit and identified as such but in all the cases it will be effective in images, quotations and remarks</p> <p>Pilot unit in the experience of telework,</p> <p>In each thematic booklet, make visible in a more systematic way the gender impact either by inserting a paragraph ad' hoc or in the drafting of texts or thematic publications within programmes or actions.</p> <p>Publish a thematic booklet on Gender Equality in Education and Culture.</p> <p>Training and awareness-raising of the journalists to the gender mainstreaming approach implemented by the Commission.</p> <p>Carry out an evaluation of the EAC publications as regards their gender impact in qualitative terms</p>
<p align="center">Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area</p> <p align="center">(specific actions)</p>	
<p>EDUCATION THROUGH SPORT</p> <p>- Continue developing the Sport and Gender Equality actions by improving awareness-raising.</p> <p>The gender dimension will continue being taken into account in all the actions (selection, final report, evaluation) as well as in preparatory actions to a Community policy in the field of the sport" and primarily devoted to the fight against doping and to the promotion of the values of the sport amongst youth. (e.g.. <i>Sport, schools and values action of the Olympic ideal in Europe</i>: implementation of the recommendations of the final report also stressing the need for taking into account gender equality)</p>	<p>EDUCATION THROUGH SPORT</p> <p>The gender dimension will be taken into account in all the aspects of the European Year of education through sport.</p> <p>- Improve the situation in the general engagements of the gender mainstreaming approach, partially or not carried out in 2003 (evaluation, statistics, indicators, awareness-raising, training) in the Sport actions - in particular for the preparatory actions to the 2004 European Year of education through sport)</p>

<p>VOCATIONAL GUIDANCE AND ATYPICAL PROFESSIONS</p> <p>Continuation of the 2003 actions for vocational and academic orientation and guidance to promote gender "untypical" professional and study choices.</p> <p>Continuation of the Working Party: Maths, Sciences and Technologies and of scientific education: (MST) to incorporate the gender aspect in all the proposed indicators</p> <p>Within the framework of EAC/RTD cooperation , an effort of awareness-raising, targeting girls and women, as regards new technologies (NTI), in particular within the Minerva/Socrates action or Comenius/Socrates or in the LEONARDO DA VINCI'S actions or other relevant programmes or actions (eLearning or future concrete Objectives of the education or Apprenticeship systems throughout life) .</p>	
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DG Health and Consumer Protection

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Consumer protection</p> <p>Concern for consumer's health and safety and economic welfare applies equally to both men and women. While specific measures to reduce inequality between men and women may not be obvious, there are aspects though that raise equality issues. For example the greater part of transactions (in terms of number, if not value) are carried out by women. Women also tend to be more present among lower income groups. Consumer policy in its totality will therefore tend to reduce inequality between men and women.</p> <p>Health</p> <p>The implementation and evaluation of the programme of Community action in the field of public health (2003-2008) includes ensuring a breakdown of health information by gender. In the new Public Health Programme, Reproductive Health is proposed to be included, in respect to addressing teenage pregnancy issues, high-risk pregnancies and family planning.</p>	<p>Work is progressing in 2003 – 2004 on the development of health indicators, which will provide comparable data on health status in the EU population, including breakdown by gender. The 2003 Work Plan of the Public Health Action Programme foresees, in the area of sexual health, the development of strategies and the definition of best practices concerning teenage pregnancies, family planning and the prevention of sexually transmitted diseases.</p>
Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)	

<p>Health</p> <p>Support measures on life-style related health determinants, integrating gender specific strategies under programme of Community action in the field of public health (2003-2008) and the other programmes.</p> <p>There are projects in the existing health programmes which address specifically women's health issues, such as cancer screening projects and osteoporosis projects</p>	<p>Projects are still on-going in 2003. In particular, activities supported in the field of nutrition and physical activity will contribute to the prevention of osteoporosis.</p>
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DG Justice and Home Affairs

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
<p>Integration of a gender perspective in a policy initiative or measure</p> <p>(gender mainstreaming)</p>	
<p>Gender mainstreaming of the implementation of the Council Decision establishing a European Refugee Fund (ERF) (2000/596/EC of 28.9.2000) – Article 4(2) (e.g. call for proposals for the ERF Community actions including the situation of vulnerable persons or persons with special needs).</p>	<p>DG JAI will try to take into account a gender perspective as part of the social impact pillar, in its extended impact assessments (EIAs). The following EIAs are currently foreseen for 2004:</p> <ul style="list-style-type: none"> • Directive on small claims • framework decision on counterfeiting and product piracy • the Visa Information System legal base • Directive on long-term resident status for asylum seekers
<p>Adoption of the Proposal for a Council Directive laying down minimum standards for the qualification and status of third country nationals and stateless persons as refugees, in accordance with the 1951 Convention relating to the status of refugees and the 1967 protocol, or as persons who otherwise need international protection, COM(2001) 510 of 12.9.2001, including provisions which reflect the specific needs and position of refugee women and</p>	<p>During 2004, it is planned to organise the archives of the projects STOP I and II, mainly regarding the contents of such projects and their interest for all those working in this domain. This contents-library will aim at raising awareness on the subject.</p> <p>It will be considered whether a separate entry / classification in the library on women as one of the specific target groups of the projects can be included.</p>

<p>including gender relevant references.</p> <p>In Chapter III, Article 11(2)(a) there is a specific reference to ‘acts of sexual violence’. Article 11(2)(e) refers to ‘performing military service’. Article 12(1)(d) refers to ‘gender related aspects’ which in themselves, alone, would not necessarily create a presumption of persecution. The so-called second part of the Directive, containing the rights attached to the status of refugee or beneficiary of subsidiary protection is still under negotiation in the Council. Article 18(3) refers to vulnerable groups, such as pregnant women and victims of sexual violence. A similar reference is found in Article 27(2) on access to health care. The Council needs to decide whether there will be a reference to non-discrimination in a recital.</p> <p>Throughout the text, the reference to the person asking for asylum is ‘he/she’ or, ‘his/her’.</p>	<p>In line with the second Commission priority regarding gender equality in 2004, DG JAI will try to collect data and statistics split by sex. An effort will be done in some selected policy areas, where initiatives of data collection are underway or have been planned, e.g.:</p> <ul style="list-style-type: none"> • Eurobarometer study on drugs • DAPHNE Program • Statistics on migration, citizenship, border controls and asylum <p>The internal working group of DG JAI correspondents has an important role to play in identifying the policy areas where initiatives of data collection are planned.</p>
<p>Adoption of the Proposal for a Council Directive on short-term residence permit for victims of action to facilitate illegal immigration or trafficking in human being who cooperate with the competent authorities. (COM(2002) 71 of 11.02.2002), which addresses the issue of trafficking in women and girls. Article 9 (assistance and care) and 13 (medical and psychological care) refer respectively to “the special needs of the most vulnerable” and to “the special needs of victims, such as pregnant women, the disabled or victims of rape or other forms of sexual violence...”.</p>	
<p>In the 2004 Annual Programme and call for proposals of the AGIS framework programme on police and judicial cooperation in criminal matters, the topics relating to trafficking in human beings (in practice often aimed at the support of female victims and the prevention of trafficking crimes offending women) have been maintained.</p>	
<p>Experts group on trafficking in human beings (set up by a Commission Decision of 25 March 2003): The group shall examine the recommendations of the « Brussels Declaration » in more detail and submit a report to the Commission by summer 2004 with a view to further proposals at EU level. The Brussels Declaration recommends various measures, specifically aiming at better protecting women, that have to be examined by the experts group.</p>	

In the framework of the European Forum on Prevention on Organised Crime further workshops on trafficking in human beings are planned for 2004. These will focus on the implementation of the Brussels Declaration <i>on Preventing and Combating Trafficking in Human Beings</i> , which aims at further developing European and international co-operation as well as establishing concrete measures, standards, best practices and mechanisms to prevent and combat trafficking in human beings. In this context, particular emphasis shall be given to child trafficking and trafficking in women for the purpose of sexual exploitation.	
On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)	
Launch of the DAPHNE II Programme (2004-2008), with the objective to fight against violence against children, young people and women. Approval of the Daphne II programme is expected by March-April 2004.	
Continuation of the work of the internal DG JAI working group of gender equality correspondents . 4 meetings are foreseen for 2004.	

DG External Relations

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>A gender perspective is included in the country strategy papers as a horizontal issue.</p> <ul style="list-style-type: none"> •In implementing the European initiative for Democracy and Human Rights (EIDHR) the Commission will ensure the promotion of gender equality through the mainstreaming of gender as a cross cutting issue in all projects. •Ensure that the human rights clause in bilateral trade and cooperation agreements with third countries, including association agreements, is invoked in the case of violations of women's human rights. •Continued participation in the coordination meetings 	<p>Ensure continued importance of gender as a horizontal issue in drafting the new human rights and democratisation programming document 2005-2006.</p> <ul style="list-style-type: none"> •Set up a network of gender focal points in DG RELEX. •Assimilation of training on gender mainstreaming in development cooperation into the training programme of DG RELEX. •Improved dialogue with NGOs and civil society organisations working on gender issues.

<p>on Gender in External Relations as organised by DG DEV; 1/year at director's level & quarterly at desk officer's level.</p> <ul style="list-style-type: none"> •Continued collaboration with and participation on the DG AIDCO's Network of Gender Focal Persons. •Participation on both the Steering Committee and the Project Management Group of the project on training activities and methodological support to the Commission in the area of gender mainstreaming in Development Cooperation. 	
<p>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</p>	

DG Trade

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>The Sustainable Impact Assessment (SIA) study uses a core group of sustainability indicators and measures the impact that trade agreement proposals may have on these different aspects of sustainable development. Gender equality is one of the nine indicators. The gender issue will also be tackled directly since one of the main goals of the third phase of this work (recently commenced) is to improve the social part of the study.</p> <p>Sustainable Impact Assessment of multilateral and bilateral/regional negotiations: impacts on gender equality will be assessed and if necessary, special measures will be proposed to mitigate negative impacts on it.</p> <p>Continue to involve women's NGOs in the Trade Policy dialogue with civil society.</p> <p>Continue to support the protection of core labour standards, which include the elimination of discrimination in respect of employment and occupation, in trade policy in general and in bilateral agreements.</p> <p>Support corporate social responsibility initiatives of companies aimed at better implementing gender equality in their operations and through their supply chain. Continue to promote adherence to the OECD Guidelines for Multinational Enterprises which stress the importance of equality in all aspects of employment practices. Support the exchange and dissemination of best practices in this area.</p>	<p>A review of DG Trade's approach to gender mainstreaming will be undertaken, including, as a first step, the consultation of NGOs with a special interest in trade and gender (<i>launched in February 2004</i>)</p>

DG Development

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p><u>Global and coherence initiatives:</u></p> <ul style="list-style-type: none"> • Perform the coordinating role among RELEX DGs on gender in external relations/development co-operation regarding upcoming events for the preparation of Beijing Plus 10 and the UN MDG Conference 2005 • Organise EU policy Member States Gender Experts Meetings 2/year <p><u>Country support</u></p> <ul style="list-style-type: none"> • Participate in the training of EC staff and methodological work of the Mid Term Reviews (MTR) of the Country Strategy Papers • Establish a practical tool on Mainstreaming Gender Equality in the MTR process • Introduce gender analysis and sex-disaggregated indicators in the MTR • Establish key gender indicators for monitoring progress in focal sectors in the MTR • Monitor the newly established strategic network between the EC and the MS to share gender expertise and analytical tools at EC delegation and MS embassy level 	<p><u>Methodological work</u></p> <ul style="list-style-type: none"> • Collaborate with IQSG secretariat on methodologies and accountability for mainstreaming gender in EC operations • Influence through dialogue on the learning objectives for the gender training programme to be designed for desk officers of DGDEV and RELEX • Continue compilation and dissemination of best practice on gender mainstreaming incl closing the gap between policy and practice • Continue the policy dialogue with European and South based NGOs working on women's empowerment and gender mainstreaming • Continue organising the coordination meetings between RELEX DGs on gender in external relations; 1/year at director's level & quarterly at desk officer's level <p><u>Thematic budget-line</u></p> <ul style="list-style-type: none"> • Complete the adoption process of the new Gender Regulation to promote gender equality in the Council and the European Parliament • Program the thematic budget line on promoting gender equality in development cooperation for 2005-06

DG Enlargement

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Monitor the transposition, implementation and effective enforcement of the Community <i>acquis</i> in gender equality matters in the candidate countries through the various instruments of the pre-accession strategy and - in the framework of the public administration reforms - the creation of the necessary institutions to enforce it.</p>	<p>Organise in each of the Commission's representation, in the Phare and Tacis Information Centre and the TAIEX office staff training and awareness-raising on the Community's gender equality policy, in particular on Article 3(2) EC Treaty.</p> <p>Ensure in the programming of the pre-accession assistance for Bulgaria, Romania and Turkey that in the national plans a gender equality perspective is inserted (both regarding the beneficiaries, priorities chosen and participation in the decision-making).</p> <p>Horizontal programmes:</p> <ul style="list-style-type: none"> - promote the use of the TWINNING programme for the building of gender equality institutions and the capacity of implementing the gender equality <i>acquis</i>. - promote the use of the Small Projects Funds (SPFs) supporting small-scale "people to people" and projects involving local actors from the border regions for activities involving women and promoting gender equality activities. <p>Monitor the level of participation of women in the accession preparation programmes (both as beneficiaries and in the decision-making process).</p> <p>Emphasise in the field of justice and home affairs the need to fight trafficking of human beings in Bulgaria and Romania.</p>

EuropeAid - Co-operation Office

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Implementation of the Regulation n° 2836 concerning the Integration of gender issues in development co-operation and the Programme of action for the mainstreaming of gender equality in Community Development co-operation (2001-2006).</p> <p>Follow-up and dissemination of the results of the Thematic evaluation on the Integration of Gender in EC Development Co-operation with third countries and the overall assessment of operations funded under Council Regulation on Integrating Gender Issues in Development Co-operation.</p> <p>Call for proposals for projects in the areas of reducing gender inequalities in education and improve the position of women in political decision making in developing countries.</p> <p>Follow up of projects in the area of Integrating gender issues in development co-operation. A list of projects and implementing organisations will be published in the AIDCO web site on Gender.</p> <p>Finalising the Manual/Guidelines on gender mainstreaming in development co-operation and other methodological and operational tools.</p> <p>Implementing a vast gender training programme for staff both at the Headquarters and the EC Delegations.</p> <p>Improving networking and exchange of information through the AIDCO newly established network of gender focal persons.</p> <p>Follow-up of gender issues in the quality insurance mechanisms aiming at improving the quality of EC external assistance.</p>	<p>Implementing the new Regulation on Gender equality in development cooperation adopted by the Commission in July 2003 and under discussion at the European Parliament and the Council.</p> <p>Setting up a Help Desk on gender in development co-operation.</p> <p>Carry-out information and training activities for top management and staff working in the external relations.</p> <p>New call for proposals for projects in the area of integrating gender issues in development co-operation.</p> <p>Improved dialogue with NGOs and civil society active in the area of development at European level.</p>

ECHO - Humanitarian Aid Office

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>ECHO's mandate is to save and preserve lives in the context of natural disasters and man-made crises, such as wars and outbreaks of fighting during emergencies and their immediate aftermath. ECHO ensures basic goods and services (food, shelter, medical services, safe water) get to crisis zones fast and reach directly those in distress, without discrimination on the grounds of race, ethnic group, religion, sex, age, nationality or political affiliation (Council Regulation (EC) 1257/96).</p> <p>In the context of humanitarian interventions, the vulnerable groups are mainly women and children (80 % of refugees and internally displaced persons).</p> <p>ECHO's assistance is carried out by third party partners (UN agencies, Red Cross Family and International NGOs), which for most of them have adopted strong gender mainstreaming policies of their own.</p> <p>Within the new Framework Partnership Agreement (FPA), organised between ECHO and its 200 NGO partners, the latter are now required to disaggregate their programming in gender terms as well as in relation to particular vulnerable social groups (children, elderly, handicapped).</p>	<p>ECHO is planning to make an inventory of operations and best practices of major humanitarian actors – financed by ECHO - with regard to the treatment of gender issues, child needs and protection.</p> <p>The inventory will emphasise the specific need encountered by female, children and other vulnerable beneficiary groups, particularly IDPs (Internal Displaced Persons) in the field of protection and gender-sensitive assistance. The results will be used by ECHO to promote guidelines and best practices for possible use by ECHO and its partners.</p>
Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)	
<p>As in the past, ECHO will continue to fund targeted humanitarian projects that address the special needs of women and children where relevant.</p>	

ESTAT

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Continue the collection of statistic on individuals by sex.</p> <p>Promote a more extensive presentation of gender statistics.</p> <p>Participate in the development of gender indicators in different policy areas</p> <p>Collect and publish data on Gender Pay Gap</p> <p>Develop indicators on child care and care for other dependants</p> <p>Work on publications with results from the Time Use Surveys</p>	<p>Start the implementation of a database for harmonised microdata on Time Use.</p> <p>Participate in the arrangement of a CEIES seminar about Gender Statistics</p>

DG Personnel and Administration

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<ul style="list-style-type: none"> • Mainstream equal opportunities in all the Commission's policies and actions, including policy documents under the Reform process. • Organise a special conference to celebrate International Women's Day on 8th March. • Organisation of gender-specific training, awareness-raising and information, in particular at decision-making level and in Commission Delegations, and the introduction of gender issues as a regular element of other management training. • Ex-post evaluation by external consultants of the effectiveness, efficiency, utility and sustainability of the 3rd Action Programme and to provide recommendations for a 4th Action Programme. • Implementation of the non-legislative gender aspects of the global package for the reform of personnel policy in relation to Equal Opportunities, e.g., protection of the dignity of the person in the workplace; improving the gender balance; balanced representation; professional training; use of gender-neutral terminology. 	<ul style="list-style-type: none"> • Launch of information actions and initiatives in Directorates-General to ensure awareness of and implementation of the non-legislative measures in the Consultative Document on Equal Opportunities. • Adopt a revised code of conduct in relation to sexual harassment. • Organise a conference with representatives of national public services (exchange of good practices) • Develop a new 4th Action Programme for Equal Opportunities for Women and Men in the European Commission, based on <ul style="list-style-type: none"> • internal analysis of the 3rd Action Programme • external consultants' analysis of the 3rd Action Programme and their recommendations • the Reform Consultative Document on Equal Opportunities.

Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area

(specific actions)

- | | |
|---|--|
| <ul style="list-style-type: none"> Monitoring the achievement of targets set in 2003 for the recruitment of women to Category A posts and the appointment of women to middle and senior management posts, for both the operating and research budgets, and the publication of the results. | <ul style="list-style-type: none"> Implementation of measures proposed in the Consultative Document on Equal Opportunities in favour of the under-represented sex or to prevent, or compensate for, disadvantages, e.g., improving the gender balance; balanced representation (e.g. in EPSO selection boards). Establish targets, for both the operating and research budgets, for the recruitment of women to Category A posts and the appointment of women to middle and senior management posts in 2004. Monitor progress in the achievement of those targets and publish the results. |
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DG Budget

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	

DG Financial Control

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	

Internal Audit Service

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	

European Anti-Fraud Office

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	

DG for Interpretation

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
	We will continue working according to the same principles in 2004 as in previous years taking into account any new development concerning this area.

DG Translation

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)	

Publications Office

On-going activities to be continued in 2004	New activities and initiatives to be launched in 2004
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	