



Brussels, 31.7.2013  
SWD(2013) 300 final

**COMMISSION STAFF WORKING DOCUMENT**

**Mid-term review of the Strategy for equality between women and men (2010-2015)**

## Table of Contents

1. Introduction.....	3
2. Substantial progress across all priority areas since 2010.....	4
3. Looking forward 2013-2015.....	7
4. Gender mainstreaming as an integral part of the Strategy.....	10
5. Conclusions.....	13
6. Annex 1: Actions implemented between 2010 and 2012 listed by priority area.....	14
7. Annex 2: Actions to be implemented between 2013 and 2015 listed by priority area.....	77

## 1. INTRODUCTION

In March 2010, the European Commission strengthened and deepened its commitment to equality between women and men with the Women's Charter<sup>1</sup>. The Charter represents the commitment of the Commission to making gender equality a reality. In September 2010, this was followed up by the adoption of the Strategy for equality between women and men 2010-2015<sup>2</sup> as the Commission's coordinated framework for promoting gender equality in all policies of the Union and as an expression of the Commission's resolve to step up its activities in this field.

The Strategy represents the work programme of the Commission on gender equality. In line with the European Pact for Gender Equality<sup>3</sup>, it reaffirms the dual approach of specific actions and gender mainstreaming in five priority areas and one area addressing cross-cutting issues. The five priority areas of the Strategy are:

- equal economic independence for women and men;
- equal pay for work of equal value;
- equality in decision-making;
- dignity, integrity and ending gender violence;
- promoting gender equality beyond the EU.

Every year, the Commission provides a detailed assessment of the progress being made with regard to equality between women and men in Europe across these priority areas<sup>4</sup>. The annual reports take stock of the main policy developments and analyse progress achieved using a robust set of indicators.

This mid-term review complements the annual reports by providing information about the contribution of each Commission service and the European External Action Service (EEAS) to the implementation of the Strategy. The primary benchmarks for this assessment are the 24 key actions announced in the Strategy.

Chapter 2 below describes and assesses progress achieved by the Commission services and the EEAS since adoption of the Strategy and is accompanied by a detailed overview of the activities carried out so far (Annex 1). This chapter illustrates that the Commission has acted on the large majority of its 24 key commitments.

Chapter 3 looks ahead to the actions to be carried out by the Commission services and the EEAS between 2013 and 2015. It is accompanied by a second detailed overview of the objectives and timelines of the planned activities (Annex 2). This chapter confirms that all the services remain committed to addressing remaining gender gaps in their respective policy fields.

---

<sup>1</sup> COM(2010) 78 final

<sup>2</sup> COM(2010) 491 final

<sup>3</sup> European Council conclusions 7775/1/06, 23/24 March 2006;

[http://www.consilium.europa.eu/uedocs/cms\\_data/docs/pressdata/en/ec/89013.pdf](http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/ec/89013.pdf)[http://www.consilium.europa.eu/uedocs/cms\\_data/docs/pressdata/en/ec/89013.pdf](http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/ec/89013.pdf)

<sup>4</sup> SEC(2011) 193 final; SWD (2012) 85 final; SWD (2013) 171 final

Chapter 4 focuses on the implementation of gender mainstreaming as an integral part of the Strategy and makes some concrete suggestions for further strengthening gender mainstreaming in practice.

## **2. SUBSTANTIAL PROGRESS ACROSS ALL PRIORITY AREAS SINCE 2010**

### ***The Commission and the EEAS have acted on their commitments***

The Strategy adopted in 2010 contains 24 key actions<sup>5</sup>. At mid-term, the Commission services and the EEAS have already acted on the large majority of these actions<sup>6</sup> and significant results have already been achieved. Examples include:

#### *Improving the gender balance in economic decision-making*

In November 2012, the Commission adopted a proposal for a Directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures<sup>7</sup>. The aim is to increase the number of women on corporate boards by setting a minimum objective of a 40% presence of the under-represented sex among the non-executive directors of companies listed on stock exchanges and by requiring companies with a lower share of the under-represented sex to introduce pre-established, neutrally formulated and unambiguous criteria in selection procedures for those positions in order to attain that objective. The proposal for a Directive was accompanied by a Communication on 'Gender balance in business leadership: a contribution to smart, sustainable and inclusive growth'<sup>8</sup>, which complements the proposed legislative measure with policy measures to address the root causes of gender imbalance, to overcome gender stereotypes and to improve work conditions that promote women's advancement in management.

#### *Fighting violence against women*

Violence against women constitutes a violation of human rights and the most brutal manifestation of gender inequalities. Priority actions for the Commission include improving knowledge and understanding of the problem, legislative measures, exchange of good practices, empowerment of women, awareness raising and funding. In May 2011, the Commission adopted a package of proposals aiming at strengthening the rights of victims of crime. The package consisted of a proposal for a Directive establishing minimum standards on the rights, support and protection of victims of crime and a proposal for a Regulation on the mutual recognition of civil law protection measures. Directive 2012/29/EU of the European Parliament and of the Council establishing minimum standards on the rights, support and protection of victims<sup>9</sup> of was adopted in October 2012 following an overwhelming majority vote by the European Parliament. The Regulation on the mutual recognition of civil law protection measures<sup>10</sup> will complement the Directive on the European

---

<sup>5</sup> In addition, the Staff Working Document accompanying the Strategy lists 128 individual actions.

<sup>6</sup> The full account of actions taken since 2010 is set out in detail in Annex 1 to this report.

<sup>7</sup> COM(2012) 614 final

<sup>8</sup> COM(2012) 615 final

<sup>9</sup> Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 on the rights of victims of crime establishing minimum standards on the rights, support and protection of victims of crime

<sup>10</sup> COM(2011) 276 final

Protection Order applicable in criminal matters<sup>11</sup>, which was adopted in December 2011. These two instruments will particularly benefit victims of domestic violence and stalking and will ensure that protective measures taken in one Member State can be automatically recognised in another Member State, so that the victims do not lose their protection if they move or travel. With regard to external actions, all EU Delegations in third countries are fully associated in the implementation of the EU Guidelines on violence against women.

### *Eradicating female genital mutilation*

Eradicating female genital mutilation is a priority for the Commission and the EEAS. In March 2013, the Commission launched a series of activities to support the fight against female genital mutilation and to uphold the rights of women who are victims of violence<sup>12</sup>. Commission Vice-President Reding hosted a round table to discuss this issue at European level and launched a public consultation on the subject in order to obtain views on how best to develop measures at EU level to fight female genital mutilation.

### *Promoting gender equality in the Europe 2020 Strategy*

Greater gender equality has contributed significantly to the employment and economic growth of the past 50 years and its potential impact is not yet fully exploited. New research shows that levelling gender gaps upwards could further boost economic growth: the projected gain from full convergence in participation rates by 2020 is an increase of 12.4 % in GDP per capita by 2030<sup>13</sup>: this would make a big contribution to the EU economic recovery and an important asset for the EU in a time of downturn. Under the Europe 2020 Strategy, the Commission has monitored closely, in accordance with the Employment Guidelines, the national policies adopted to improve gender equality in the labour market and boost the social inclusion of women. It has successfully promoted policies that address women's greater risk of poverty and social inclusion and enhance women's labour market participation and contribute to reaching the targets of lifting 20 million people out of poverty or social exclusion and achieving a 75% employment rate. These policies include promoting accessible, affordable and quality childcare facilities and long-term care, removing fiscal disincentives for second earners and making work pay for both women and men. These policies have been reflected in the Annual Growth Surveys and country-specific recommendations of recent European Semesters.

### *Reporting on the Member States' performance with regard to childcare facilities*

The ability of Member States to significantly increase sustainable employment rates and reduce gender gaps depends, among other things, on the ability of both women and men to reconcile their professional and private lives. The availability of childcare services is crucial in this regard. Recognising this crucial role, the European Council in Barcelona set what is known as the 'Barcelona target': '*(...) Member States should strive (...) to provide childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age;*'<sup>14</sup>. As a key action of the Strategy, the Commission has published a report<sup>15</sup> on Member States' performance with regard to the Barcelona targets. It shows that although some progress has been made since 2002, with Member States having entered into two successive European pacts for equality between

---

<sup>11</sup> Directive 2011/99/EU of the European Parliament and of the Council of 13 December 2011 on the European protection order

<sup>12</sup> [http://ec.europa.eu/justice/newsroom/gender-equality/news/130306\\_en.htm](http://ec.europa.eu/justice/newsroom/gender-equality/news/130306_en.htm)

<sup>13</sup> Closing the Gender Gap: Act Now, OECD report, December 2012

<sup>14</sup> [http://www.consilium.europa.eu/uedocs/cms\\_data/docs/pressdata/en/ec/71025.pdf](http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/ec/71025.pdf).

<sup>15</sup> COM(2013) 322 final

women and men<sup>16</sup>, the provision of childcare facilities in the EU still fell short of these targets in 2011, in particular for children under 3. In addition, in its Social Investment Package<sup>17</sup> and the Recommendation 'Investing in children: breaking the cycle of disadvantage'<sup>18</sup> the Commission stressed the importance of early intervention and preventive approaches. It called on Member States to support parents' access to the labour market and to make sure that work pays for them, to improve access to affordable early childhood education and care services and to step up access to quality services that are essential to children's outcomes.

### Instituting a European Equal Pay Day

The unadjusted gender pay gap (GPG)<sup>19</sup> stood at 16.2% in 2011 in the EU as a whole. As part of the Strategy, the European Commission in 2011 established the European Equal Pay Day which is to be held each year to increase awareness of the fact that a wage gap between women and men still exists and as a reminder of how much longer women need to work than men to earn the same. The day is set according to the latest GPG figures. The first European Equal Pay Day was held on 05 March 2011, the second on 2 March 2012 and the third on 28 February 2013 which indicates a slightly narrowing gender pay gap.

### Supporting equal pay initiatives at the workplace

Companies and employers are key players in tackling the gender pay gap. To support equal pay initiatives at the workplace, the Commission started the 'Equality Pays Off'<sup>20</sup> project in 2012. This project supports companies in their efforts to tackle the gender pay gap by providing training for companies and by organising exchanges of good practices on actions aiming to foster gender equality.

Other already completed actions addressing the 24 key actions include<sup>21</sup>:

- ✓ Study on the role of men in gender equality carried out between 2010 and 2012 (DG Justice).
- ✓ Communication on early childhood education and care (DG Education and Culture in 2011).
- ✓ Council Recommendation on early school leaving addressing inter alia the issue of the higher drop-out rate among boys (DG Education and Culture in 2011).
- ✓ 'She Figures 2012', update and improved data collection on women in science (DG Research and Innovation in 2012).
- ✓ Training for project officers involved in research management, 8 training sessions between 2010 and 2011 (DG Research and Innovation).
- ✓ Men's Health Report (DG Health and Consumers in 2011).
- ✓ Strategy on Equal Opportunities for Women and Men at the European Commission (DG Human Resources and Security in 2010).

<sup>16</sup> <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:C:2011:155:0010:0013:EN:PDF>.

<sup>17</sup> COM(2013) 83 final

<sup>18</sup> COM(2013) 778 final

<sup>19</sup> The unadjusted GPG represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees.

<sup>20</sup> See also the project website: <http://ec.europa.eu/justice/gender-equality/equality-pays-off/>.

<sup>21</sup> More detail is contained in Annex 1.

### ***The Commission and the EEAS have gone beyond their commitments***

The sustained coordination work by the Commission services (DG Justice and DG Development and Cooperation) and the European External Action Service (EEAS) in the United Nations Commission on the Status of Women (CSW) is important to be included in this review. The priority theme of the 55<sup>th</sup> session (2011) chosen by the CSW was 'Access and participation of women and girls to education, training, science and technology, including for the promotion of women's equal access to full employment and decent work'. The conclusions<sup>22</sup> that were agreed reflect the EU approach to gender equality..

The 56<sup>th</sup> session of the CSW took place in February 2012. The priority theme on that occasion was the empowerment of rural women and their role in poverty and hunger eradication, sustainable development and current challenges. The discussions proved difficult and did not reach agreement on the main output, the CSW agreed conclusions. In 2012, DG Justice in cooperation with the EEAS and DG Development and Cooperation prepared an EU position paper for the 57<sup>th</sup> session of the CSW in 2013, whose priority theme was 'Elimination and prevention of all forms of violence against women and girls'. The CSW was able to arrive at a very good outcome reflecting the main EU priorities outlined in the position on this important topic.

Other new actions successfully carried out although not originally envisaged in the Strategy are:

- ✓ Adoption of Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims (DG Home Affairs).
- ✓ Adoption on 19 June 2012 of the 'EU Strategy towards the Eradication of Trafficking in Human Beings (2012-2016)'<sup>23</sup> (DG Home Affairs).
- ✓ Development of a methodology for calculation of the gender pension gap with the support of the Commission's network of gender equality experts (DG Justice and DG Employment, Social Affairs and Inclusion in 2011 and 2012).
- ✓ Increased knowledge about the impact of the economic crisis on gender equality<sup>24</sup> (DG Justice in 2012).
- ✓ Support for exchanges of good practice among Member States on the theme of gender balance in economic decision-making (DG Justice between 2010 and 2012).

### **3. LOOKING FORWARD 2013-15**

The Commission remains strongly committed to implementing the Women's Charter and the Strategy and most of the actions are being continued from the 2010-12 period.

#### *Continued efforts will be made in the area of 'equal economic independence'*

Promoting gender equality in the implementation of the Europe 2020 Strategy and through the European Structural and Investment Funds (ESI), including the European Social Fund, will remain important actions over the coming years. Gender equality will play an important role

---

<sup>22</sup> Available at:

[http://www.un.org/womenwatch/daw/csw/csw55/agreed\\_conclusions/AC\\_CSW55\\_E.pdf](http://www.un.org/womenwatch/daw/csw/csw55/agreed_conclusions/AC_CSW55_E.pdf)

<sup>23</sup> COM(2012) 286 final

<sup>24</sup> Study on the impact of the economic crisis on the situation of women and men and on gender equality policies. Available at: [http://ec.europa.eu/justice/gender-equality/document/index\\_en.htm#h2-4](http://ec.europa.eu/justice/gender-equality/document/index_en.htm#h2-4)

in the negotiations of the Partnership Agreements and Operational Programmes for the 2014-2020 programming period between the Commission and the Member States. Several Member States in southern and eastern Europe with low female employment rates are having to downsize welfare, reconciliation and general equality-oriented provisions due to the recession and fiscal consolidation<sup>25</sup>. The ESI Funds represent an important resource in these countries to compensate for budget cuts and to sustain the 2020 employment target.

...and in the area of 'equal pay for equal work'...

The Commission will continue to support employers in their efforts to tackle the gender pay gap. It will in addition soon report on the application of Directive 2006/54/EC on equal treatment between women and men in employment. The Commission's report will look in particular at the effectiveness of the Directive's provisions on equal pay and will be accompanied by a Recommendation on measures to ensure more effective application of the principle of equal pay and, in particular, the transparency of pay categories.

...while the fight against violence towards women remains a key action of the Strategy

The Commission remains committed to a strong policy response to combat all forms of violence against women. It will keep focusing on concrete actions in areas where there is a clear legal basis for action under the Lisbon Treaty which can bring tangible results. The Commission will also continue to support projects at grass-roots level to combat violence against women, as currently provided by the DAPHNE programme.

Key commitments in the area of 'gender equality in external actions' also remain valid

In the 'gender equality in external actions' priority area, all four key actions listed in 2010 will continue until 2015:

- regular monitoring of transposition and implementation of gender equality legislation in the candidate countries and in the potential candidates (DG Enlargement)
- the implementation of the Plan of Action on Gender Equality and Women's Empowerment in Development (DG Development and Cooperation)
- encouraging European Neighbourhood Policy partner countries to promote gender equality (European External Action Service/DG Development and Cooperation)
- further incorporating gender considerations into EU humanitarian aid (DG Humanitarian Aid and Civil Protection).

...as well as in the area of 'horizontal issues'

The implementation of the Beijing Platform for Action including the development and updating of indicators, with the support of the European Institute for Gender Equality, is an important on-going action.

Examples of other actions that will continue until 2015:

- Monitoring progress in respect of representation targets for women in management posts and AD category in the Commission (DG Human Resources and Security).

---

<sup>25</sup> The impact of the economic crisis on the situation of women and men and on gender equality policies, Synthesis Report, December 2012. Available at: [http://ec.europa.eu/justice/gender-equality/document/index\\_en.htm#h2-4](http://ec.europa.eu/justice/gender-equality/document/index_en.htm#h2-4)



- Continued support to the promotion and encouragement of female entrepreneurship (DG Enterprise and Industry).
- Actions promoting gender equality in research and innovation within the new Framework Programme Horizon 2020 and in the context of the ERA, the European Research Area (DG Research and Innovation)
- Actions promoting gender equality in sport (DG Education and Culture)
- Support the collection, analysis and dissemination of comparable data on gender balance in decision-making at EU level, in particular. through the Commission's database on women and men in decision-making and regular reporting (DG Justice)

### *New actions<sup>26</sup> compared to those envisaged in 2010*

While continuing to address the key actions of the Strategy, the services have identified 22 new individual actions to be implemented during the period 2013-2015<sup>27</sup>. These new actions result from developments since 2010 and all tie in with the Strategy's priority areas and key actions. Particularly noteworthy are the following new actions:

- Eradicating female genital mutilation is a priority for the Commission and the EEAS - new EU actions to end this practice are planned for 2013 (DG Justice, EEAS).
- Promote and monitor gender equality in Horizon 2020<sup>28</sup>: The EU's funding Programme for research and innovation aims to ensure the effective promotion of gender equality and the gender dimension in research and innovation content (DG Research and Innovation).
- Gender equality mainstreaming into the objectives and activities of the Programme for social change and innovation<sup>29</sup> - PSCI (2014-2020) (DG Employment, Social Affairs and Inclusion).
- Follow up the gender equality aspects of the proposed Council Recommendation<sup>30</sup> and Communication<sup>31</sup> on effective Roma integration (DG Justice/DG Employment, Social Affairs and Inclusion).
- Follow-up the gender equality aspects of the Social Investment Package<sup>32</sup> (DG Employment, Social Affairs and Inclusion), including i.a. the recommendation 'Investing in children: breaking the cycle of disadvantage
- Further development of EU indicators on childcare and early childhood education and care to better measure social gradients and obstacles in access (DG Employment, Social Affairs and Inclusion and DG Justice)
- Develop knowledge on the gender dimensions of trafficking in human beings (DG Home Affairs).

<sup>26</sup> All the proposals for action will be subject to the Commission's usual procedures for preparation of the decision-making process and to the compatibility with the 2013 authorised budget and the multiannual financial framework 2014-2020

<sup>27</sup> Compared to those listed in the 2010 Staff Working Document accompanying the Strategy. More information is contained in Annex 2.

<sup>28</sup> COM(2011) 809 final

<sup>29</sup> COM(2011) 609 final

<sup>30</sup> COM(2013) 460 final

<sup>31</sup> COM(2013) 454 final

<sup>32</sup> COM(2013) 83 final

- Support Member States and other stakeholders in their efforts to promote gender equality in economic decision-making and to address the gender pay gap through calls for proposals<sup>33</sup> (DG Justice).
- Develop an indicator to measure the gender pension gap (DG Justice/DG Employment, Social Affairs and Inclusion).
- Provide practical guidance on job evaluation and classification systems to address gender biases leading to pay inequalities (DG Justice).
- Promote policies for reducing gender imbalances on the labour market and with regard to social inclusion and social protection in enlargement countries through the policy dialogue for employment and social reform programmes under the EU enlargement strategy (DG Employment, Social Affairs and Inclusion).
- Implement the gender equality aspects of the EU Action Plan on Human Rights and Democracy (action 20) (EEAS, DG Development and Cooperation)

#### **4. GENDER MAINSTREAMING AS AN INTEGRAL PART OF THE STRATEGY**

The Strategy for equality between women and men as adopted in 2010 makes it clear that gender mainstreaming is to be implemented as an integral part of the Commission's policymaking, including via impact assessments and evaluation processes.

##### ***Gender equality as a component of all EU policies***

Gender mainstreaming has its basis in Article 8 TFEU which states that: 'In all its activities, the Union shall aim to eliminate inequalities, and to promote equality between men and women.'

Gender mainstreaming can be defined as the integration of a gender perspective into every aspect of EU intervention – preparation, design, implementation, monitoring and evaluation of policies, legal measures and spending programmes - with a view to achieving equality between women and men. It means assessing how such intervention impacts on both women and men and taking responsibility for any readjustment necessary. Gender mainstreaming makes EU interventions smarter and more effective by making their gender relevance visible so that women and men benefit equally and inequality is not perpetuated.

The Commission's political commitment to gender mainstreaming has in the past been characterised as striking in comparison both to other international organisations and to domestic political systems<sup>34</sup>. Through the Women's Charter adopted in 2010, the Commission reaffirmed its political commitment to strengthening the gender perspective in all policies throughout its term of office and pledged to make the necessary resources available.

##### ***Gender equality considerations in impact assessments***

Gender equality considerations are included in the Commission's Impact Assessment Guidelines as part of the assessment of social impacts. In particular under the heading 'Gender equality, equality treatment and opportunities, non-discrimination' the Guidelines identify a number of questions that should be considered:

<sup>33</sup> [http://ec.europa.eu/justice/newsroom/grants/index\\_en.htm](http://ec.europa.eu/justice/newsroom/grants/index_en.htm)

<sup>34</sup> M. Hafner-Burton and M. A. Pollack, *Mainstreaming Gender in the European Union: Getting the Incentives Right*, 2008

- Does the option affect the principle of non-discrimination, equal treatment and equal opportunities for all?
- Does the option have a different impact on women and men?
- Does the option promote equality between women and men?
- Does the option entail any different treatment of groups or individuals directly on grounds of sex, racial or ethnic origin, religion or belief, disability, age, and sexual orientation? Or could it lead to indirect discrimination?
- Are there specific effects on particular risk groups (determined by age, gender, disability, social group, mobility, region, etc.)?

Issues relating to gender may also arise under other headings covered in the Guidelines such as Fundamental Rights, particularly Article 23 on gender equality. Operational guidance on taking account of fundamental rights in impact assessments and specific guidance on assessing social impacts is available on the Commission's Impact Assessment website<sup>35</sup>.

The Impact Assessment Board (IAB) checks the compliance of Commission impact assessments with the Guidelines. More than 50% of IAB opinions contain comments on social impacts. While the general trends in the nature of the IAB's comments are monitored, there is no specific tracking of the frequency or nature of gender equality issues in impact assessments.

The Commission intends to review and update its Impact Assessment Guidelines in 2014, following a public consultation. This will offer the opportunity to adjust the Guidelines with a view to strengthening the gender equality awareness of impact assessments.

### ***...and in evaluations***

As far as evaluation processes in the Commission are concerned, there are two different approaches to the assessment of actual impacts on gender: (1) by conducting separate evaluations of the gender dimension of certain policy areas and/or separate policy instruments, or (2) through an integration of the gender perspective in the regular sector-specific evaluations. In determining the scope and focus of such evaluations the potential gender sensitiveness of the selected policy area or instrument is taken into consideration. Costs and proportionality are also taken into account when deciding about the scope of an evaluation.

Consequently, the majority of evaluations carried out within the Commission incorporate the gender perspective. Examples are:

- Evaluation of the European Social Fund (ESF) support to Lifelong Learning (DG Employment, 2012)
- Mid-term Evaluation of PROGRESS (DG Employment, 2011)
- Interim Evaluation of Erasmus Mundus II (2009-2013) (DG Education and Culture, 2012)
- FP7 Marie Curie Life-long Training and Career Development Evaluation: Individual Fellowships and Co-funding Mechanism (DG Education and Culture, 2012)
- Ex-post Evaluation of Rural Development Programmes (2000 – 2006) (DG Agriculture and Rural Development, 2012)

<sup>35</sup> [http://ec.europa.eu/governance/impact/key\\_docs/key\\_docs\\_en.htm](http://ec.europa.eu/governance/impact/key_docs/key_docs_en.htm)

The common denominator among these evaluations is explicit assessment of any impact on gender equality. However, the depth of the analysis varies depending on the overall scope of the evaluation, gender sensitiveness of the policy area and budget available.

The Interim Evaluation of the European Social Fund's support to Gender Equality (2011) can be mentioned as an example of a comprehensive evaluation of impacts on gender equality. It provides an overall assessment of the ESF's (2007-2013) support to gender-equality policy by illustrating the gender sensitivity of ESF programmes and the added value in terms of gender equality.

The Commission intends to review the Evaluation Guidelines before the end of 2013. An assessment of cross-cutting issues, including gender equality, will be one of the topics addressed in the review.

***The Inter-service Group plays a key role in putting the gender mainstreaming principle into practice***

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

The members of the ISG need leverage within their Directorates-General, allowing them to handle effectively the mainstreaming mandate that should be understood as an integral part of sound policy-making and an opportunity to further enhance the prospects for success of policy initiatives. Through the Women's Charter the Commission affirmed its political commitment to strengthening the gender perspective in all policies and pledged to make the necessary resources available. Support from the hierarchy for the gender mainstreaming principle is of utmost importance in order to ensure implementation in practice.

***Reinforcing capacity of staff in all DGs and at all levels through gender mainstreaming training courses and a new gender mainstreaming intranet website***

Providing staff at all levels with the required technical capacity to determine gender relevance and to integrate gender aspects into policies, regulatory measures and spending programmes is a prerequisite for putting gender mainstreaming into practice. The Commission has over the last two years offered general gender mainstreaming courses for interested staff and will continue to do so between 2013 and 2015. In addition, DG Research and Innovation and DG Development and Cooperation have developed specific training courses for staff dealing with their policies. Each EU Delegation in third countries has appointed gender and/or human rights focal points and the EEAS has increased availability and access to gender training for staff. The development of more policy-specific gender mainstreaming training in other Directorates-Generals would be useful.

In addition, a new gender mainstreaming intranet website will be launched in 2013 and serve as a pool of information on gender mainstreaming but also as a platform for exchange of experiences.

## **5. CONCLUSIONS**

The Women's Charter and the Strategy for equality between women and men continue to provide an ambitious policy framework for promoting gender equality in the EU. This mid-term review of the Strategy clearly shows that the priorities of the Strategy are being addressed by the Commission and the European External Action Service and that progress has been made already with almost all the key actions.

The mid-term review also confirms that all services are firmly committed to continuing to act between 2013 and 2015. This renewed commitment to gender equality is of particular importance taken the remaining gender gaps and the constant need to tackle unemployment and the social consequences of the crisis.

In addition, the impact of EU legal measures, policies and spending programmes on both women and men needs to be taken into account in all areas. Gender mainstreaming as an integral part of the Strategy should be implemented, including through impact assessments and evaluations.

Annex 1 to the Commission Staff Working Document on the mid-term review of the Strategy for equality between women and men (2010-2015):  
 Actions implemented between 2010 and 2012 listed by priority area

### 1. Equal economic independence

DG	Actions	Implementation 2010-2012	Action was planned for <sup>36</sup>	Action was carried out in	Action was re-scheduled and is now planned for
<p><i>Support the promotion of gender equality in the implementation of all aspects and flagship initiatives of the Europe 2020 strategy, especially as regards definition and implementation of relevant national measures, technical support as well as through the Structural Funds and other major funding programmes such as the 7<sup>th</sup> framework Programme for Research. It will closely monitor the national policies adopted to improve gender equality in the labour market and boost social inclusion of women.</i></p>					
<p><i>Employment/ labour market</i></p>					
EMPL/JUST	<p>Monitor the gender dimension of MS's employment policies to assess progress in the employment rate of women and propose, when necessary, country-specific recommendations to MS.</p> <p>Status: on track</p>	<p>In the context of the Employment Guidelines and European Semester, the Commission monitors closely the national policies adopted to improve gender equality in the labour market. Specifically, the issue of greater involvement of women in the labour markets has been prominent during both the first and the second European semesters.</p>	2010-2015	2010-2012	

<sup>36</sup> See Staff Working Document accompanying the Strategy for equality between women and men, SEC (2010) 1079 final

EMPL/JUST	<p>Monitor closely, in the context of the Employment Guidelines and the evaluation of national employment policies implemented to attain the Europe 2020 objectives, the national policies adopted to improve gender equality in the labour market and boost the social inclusion of women. (Employment Guideline 7).</p> <p>Status: on track</p>	<p>The 2011 Annual Growth Survey Package (AGS) pointed to a number of measures to boost female quality employment. It was stressed that tax and benefits systems should favour the employment of second-earners (mainly women). Also, parental leaves, flexible work arrangements and care facilities should aim at facilitating labour market participation and promote more hours worked for the female workforce. Based on this, at the end of the first European Semester, Country Specific Recommendations (CSRs) on this area were issued for several Member States. The main focus of the recommendations was on: providing full-time, flexible and affordable child care services (AT, CZ, DE, HU, IT, PL, UK), change of taxation and fiscal treatment of second earners so as to enhance participation of second earners (DE, IT, NL), providing flexible working arrangements (CZ) and combating the gender pay gap (AT).</p> <p>These messages remained also valid throughout the second European Semester. In the framework of the 2012 AGS package, the Commission took stock of the progress made by Member States on the priorities set out by the 2011 AGS. CSR's were issued to several Member States at the end of the second Semester. The main focus of these recommendations was again on enhancing participation of women in the labour markets and promoting full time care facilities for dependants (AT, CZ, DE, HU, IT, MT, PL, SK, UK), reducing tax disincentives for second earners (DE, NL), reducing the gender pay gap (AT) and equalising retirement ages between women and men (SI, BG, AT). A Thematic Fiche on Female Labour Market Participation was prepared in May 2012 to accompany the CSR's which was revised in November 2012 for the AGS.</p> <p>The Commission has ensured that the CSRs related to female labour market participation are discussed with the Member States during the bilateral meetings it organises on a regular basis. Moreover, in summer 2011, Employment Committee (EMCO) prepared a Thematic Review report, with one separate chapter on female participation and how financial disincentives should be removed from tax-and-benefit systems to facilitate participation of second earners. The report served as input for the December European Council. In autumn 2012, within the framework of EMCO, a Thematic Review on 'Female Labour Market Participation and Employment' was performed.</p>	2010-2015	2010-2012	
-----------	---	---	-----------	-----------	--

EMPL/JUST	<p>Promote gender equality in employment related initiatives, particularly the initiatives taken to accompany the transition towards a greener economy, to ensure new skills for new jobs, flexicurity, youth employment, and those taken to respond to the current economic and financial crisis.</p> <p>Status: on track</p>	<p>Gender issues feature strongly in all Commission initiatives and gender equality is integrated in all policy areas and actions. Examples include:</p> <ul style="list-style-type: none"> <li>• The Employment Package<sup>37</sup> which was adopted by the Commission in April 2012 and defines measures on tackling the aftermath of the crisis and create quality jobs and growth - in general and including for women.</li> <li>• The specific staff working paper on Flexicurity<sup>38</sup>, which accompanies the Employment Package and highlights the key role of flexicurity policies in the current economic climate. It sets out concrete proposals to strengthen the different components of flexicurity to address the economic challenges that Europe is facing, with a view to reducing labour market segmentation and supporting labour market transitions. Many of the measures proposed are targeted to women.</li> <li>• The Europe 2020 flagship initiative "An Agenda for new skills and jobs"<sup>39</sup> which proposes actions aiming to boost inclusive growth by raising the employment rate with more and better jobs, helping people of all ages anticipate and manage change by equipping them with the right skills and competences, modernising labour markets and welfare systems, and ensuring the benefits of growth reach all parts of the EU, while at the same time help shape the transition to a green economy. Many of the measures proposed are targeted to women.</li> <li>• The Youth Opportunities Initiative (YOI)<sup>40</sup>, announced in September 2011 which aims at speeding up the fight against high youth unemployment rates by putting in place concrete measures. In the communication young women are identified as one of the groups particularly exposed to the risks of unemployment, long-term unemployment, early school leaving or inactivity.</li> </ul>	2010-2015	2010-2012	
-----------	--	---	-----------	-----------	--

<sup>37</sup> COM(2012) 173 final

<sup>38</sup> SWD(2012) 97 final

<sup>39</sup> COM(2010) 682 final

<sup>40</sup> COM(2011) 933final



EMPL / EAC	<p>Encourage, in the evaluation of national measures implemented to attain the Europe 2020 objectives, measures which contribute to promoting further opportunities for training, skills and professional experience of women, and this also in the scientific, mathematical and technology fields (Employment Guideline 8).</p> <p>Status: on track</p>	<p>In the country specific recommendations, there are multiple provisions addressing these measures. For instance, in 2012, it is recommended to take steps to reduce the high rate of early school leaving (predominantly boys) and to enhance the provision and affordability of more childcare and out-of-school centres, with the aim of reducing the gender employment gap.</p> <p>As regards scientific and technological domains, The <i>Marie Curie Actions</i> (MCA) put major effort in increasing the participation of female researchers at all stages of their career, with a target of 40% women participation in all actions by the end of FP7, while seeking the best work/life balance and encouraging women to claim their place at project management level. All stakeholders in MCA follow the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code), which bans gender discrimination and fosters "<i>a representative gender balance at levels of staff, including at supervisory and managerial level</i>".</p>	2010-2015	2010-2012	
JUST	<p>Provide gender mainstreaming manuals to promote gender equality into the relevant initiatives of Europe 2020.</p> <p>Status: repealed</p>	<p>Justification: Action was repealed since gender mainstreaming manuals are already available in various formats and from various sources.</p>	2010-2015	n.a.	
MARE	<p>Promote favourable working environment to increase work opportunities and recruitment for women in the maritime transport sector.</p> <p>Status: repealed</p>	<p>Justification: The action was already repealed by MARE in 2011 as no specific actions for women in the maritime transport sector were planned at that time.</p>	2011	n.a.	

<i>Poverty, social exclusion and pension</i>				
EMPL/JUST	<p>Promote gender equality in the future Platform against Poverty and related initiatives, notably on active inclusion, and follow-up the gender equality aspects of the Green Paper on pensions, and exchange good practices with MS.</p> <p>Status: on track</p>	<p>Gender equality issues have been mainstreamed in key initiatives within in the Platform. This workshop examined why, overall, women experience a significantly higher risk of poverty and social exclusion than men. Structural factors which make women more at risk of poverty at different stages of their lives were discussed and series of measures was agreed to address this situation.</p> <p>The European Commission adopted a Communication in spring 2012 “National Roma Integration Strategies: a first step in the implementation of the EU Framework”<sup>41</sup> comprising the main conclusions of the assessment of national Roma integration strategies. As part of the recommendations made by the Commission to the Member States as a follow-up of the assessment, among others the gender dimension was considered as a matter of priority in the area of access to employment and healthcare (preventive measures). A workshop on the gender dimension of poverty took place during the Annual Convention of the European Platform against Poverty and Social Exclusion in December 2012.</p> <p>In the area of pensions, the Green Paper consultation (2010) was followed up by a White Paper (2012)<sup>42</sup>. The latter puts a strong emphasis on gender issues, since women are more likely to be poor in retirement than men, that they live longer on average but typically retire earlier and accrue lower pension entitlements than men and that they are less likely to be covered by supplementary pensions. The White Paper promotes equalising pension ages and an increased labour force participation of women, reducing the gender pension gap via e.g. promotion of equal pay, minimum pension entitlements, care credits, pension rights splitting at divorce. It also highlights the importance of active ageing/more and longer working support for women (e.g better reconciling work &amp; care), as well as better opportunities for women to build complementary retirement savings.</p>	2010-2015	2010-2012

<sup>41</sup> COM(2012) 226 final

<sup>42</sup> COM(2012) 55 final

EMPL/JUST	Develop a methodology for the calculation of the gender pension gap with the support of the Commission's network of gender equality experts. Status: new and on track	The network of gender equality experts is finalising its report on "The gender gap in pensions in the EU" to be published in June 2013.		2011-2012 (NEW)	
EMPL	Encourage, in the evaluation of national measures implemented to attain the Europe 2020 objectives, measures which contribute to protect women from the risk of exclusion, ensuring income security for one-parent families, elderly women and men (Employment Guideline 10). Status: on track	Work under the European semester, underpinned by the of the Social Protection Committee's Annual Social Report 2012 and the Joint Assessment Framework, has put an emphasis on monitoring the risk of poverty and social exclusion faced by women. In particular, the AGS 2013 emphasized the need to address poverty and social exclusion risks among women.	2010-2015	2010-2012	
ESTAT / EEMPL	Examine the feasibility to allocate household income by individual, for instance on the basis of the 2010 SILC module results, and consider the possibility to compute accordingly income-poverty indicator on an individual basis. Status: completed	The feasibility was examined and the 2010 SILC ad hoc module showed important difficulties in collecting good quality information on intra-households sharing of resources. Due to this, no further action has been developed in order to compute income-poverty indicator on an individual basis.	2012	2012	
EMPL	Study the gender dimension of active ageing and promote it in the European Year 2012 on Active Ageing and Intergenerational Solidarity. Status: completed	Employment was one of key themes highlighted in the framework of the European Year 2012 for Active Ageing and Solidarity between generations. The European Year 2012 campaign highlighted that longer labour market participation for both men and women can help achieve both employment and poverty targets of Europe 2020 Strategy.	2012	2012	
JUST	Improve knowledge about caring for the elderly and the skills needed for workers in this field (network of experts report). Status: completed	The Commission published <sup>43</sup> a report on "Active ageing and gender equality policies" which was delivered by the experts' network on gender equality and social inclusion. The Commission also published the report "Long-term care for the elderly" prepared by the experts' group on employment and gender. In addition, the Advisory Committee on Equal Opportunities for Women and Men adopted in November 2011 an opinion on the gender dimension of active ageing.	2011	2011	

<sup>43</sup> [http://ec.europa.eu/justice/gender-equality/document/index\\_en.htm#h2-4](http://ec.europa.eu/justice/gender-equality/document/index_en.htm#h2-4)

JUST	Increase knowledge about the impact of the economic crisis on gender equality. Status: new and completed	The network of gender equality experts has finalised its report which was made available on the Commission's website <sup>44</sup> .		2010-2012 (NEW)	
Youth and education					

---

<sup>44</sup> [http://ec.europa.eu/justice/gender-equality/document/index\\_en.htm#h2-4](http://ec.europa.eu/justice/gender-equality/document/index_en.htm#h2-4)

	<p>Promote gender equality in education and training related initiatives particularly the initiatives taken to alleviate gender imbalances in literacy, to tackle early school leaving, to promote women adult learning and scientific career choices and the initiatives taken to improve media literacy (cf. reduce the 'digital gap' as mentioned in the Europe 2020 'Digital Agenda').</p> <p>Status: on track</p>	<p>Gender equality is being mainstreamed in all policies and programmes on education and training. The feminization of teaching professions and the continuing under-representation of women in maths, technology and science studies and careers and in senior posts at all levels of education, including higher education, are indicative of deeply-ingrained features in European societies. The <i>Education and Training Monitor</i>, attached to the Commission Communication “Rethinking Education : investing in skills for better socio-economic outcomes”, adopted in 2012<sup>45</sup>, features cross-country analyses of the main trends in education and training including gender-related performance and benefits.</p> <p>Early School Leavers are predominantly boys throughout the EU, except amongst Roma communities. The EC/CoE joint ROMED Programme for mediation in school, culture and health will emphasize the value of education for young girls and the role of mothers as natural vectors to promote education to their own children and make them more receptive to its potential. Participation of adults in formal and non-formal learning is gender-balanced (2011: 8.2 % for men, 9.6% for women). Since 2010, the Bruges Communiqué is establishing long-term policy objectives for VET in Europe stresses the need for improved lifelong guidance and counselling services that help orient women’s professional pathways <i>beyond 'traditional gender profiles'</i>. In order to reach the benchmark of 15% of adults participating in education and training by 2020, VET has to ensure <i>flexible access to training and qualifications</i> and make them <i>equally accessible to women and men</i>. Equally, specific measures have to be taken to enhance <i>participation in CVET</i> of people facing transitions within the labour market and of <i>groups with low participation in training, such as women</i>.</p> <p>In the LLP-Grundtvig programme, projects are developing practical toolkits for dealing with gender issues in children's books and some concern women's entrepreneurship and tackling educational disadvantage. In the LLP-Leonardo da Vinci programme, several projects, from 2010 till present, have been addressing the gender issue and focus on women entrepreneurship, almost all financed under the action 'Transfer of Innovation' that involves relevant trans-national partnerships.</p>	2010-2015	2010-2012	
--	--	---	-----------	-----------	--

<sup>45</sup> COM(2012) 699 final

DG EAC	<p>Promote gender equality in education and training related initiatives particularly the initiatives taken to alleviate gender imbalances in literacy, to tackle early school leaving, to promote women adult learning and scientific career choices and the initiatives taken to improve media literacy (cf. reduce the 'digital gap' as mentioned in the Europe 2020 'Digital Agenda') – continued.</p> <p>Status: on track</p>	<p>Gender equality in higher education management and leadership positions:</p> <p>As noted in the EU Agenda for modernising higher education systems,<sup>46</sup> tackling stereotyping and dismantling the barriers still faced by women in reaching the highest levels in post-graduate education and research – especially in certain disciplines and in leadership positions – can liberate untapped talent. The European Commission has launched a new, multidimensional ranking of higher education institutions, which will produce first results for 500 institutions in early 2014. One indicator against which universities' performance will be assessed is on gender balance within an institution. The Commission will test the feasibility of providing a more detailed assessment of gender balance at leadership levels in an institution; and will also examine the feasibility of collecting data on the number of women being supported to take PhDs as an indicator of an environment that is conducive to women proceeding to management positions in research.</p>	2010-2015	2010-2012	
<i>Promote gender equality in European funds</i>					

<sup>46</sup> [COM\(2011\) 567 final](#)

MPL	<p>ESF - support MS in implementing the operational programmes containing measures to increase the participation of women in the labour market, promote lifelong learning, reducing gender segregation in career selection and professions.</p> <p>Status: on track</p>	<p>For the current programming period, the ESF is mobilised by many Member States to support measures aiming at increasing the participation of women in the labour market, in particular migrant women, reducing gender segregation in career selection and professions, promoting women entrepreneurship and facilitating the reconciliation of professional and private life. The Commission is actively supporting Member States' effort, in particular through peer reviews and exchanges of good practices in the framework of the ESF committee and its technical working group.</p> <p>The main actions have been conducted through the following:</p> <ul style="list-style-type: none"> <li>- a specific session of the ESF Committee held on 10 March 2012 devoted to the gender mainstreaming, in particular to the dissemination of the results of the evaluation in the use of the ESF by MSs in 2010-2011;</li> <li>- a joint COCOF (comité de coordination des fonds) – ESF Technical Working Group with DG REGIO on the 13 and 14 February 2012 on gender mainstreaming in the structural funds;</li> <li>- European Community of Practice on Gender Mainstreaming (Gender-CoP). Commission directly finances through ESF the European Community of Practice on Gender Mainstreaming (Gender-CoP), dedicated to integrating the gender dimension into the ESF programmes 2007-2013 and the next funding period in relation to the EU-2020 targets. The final aim of the Gender-CoP is to produce a European minimum standard on how to integrate gender mainstreaming into ESF management. At the end of the network's lifespan (2013) the standard will show how to turn Gender Mainstreaming into an integral part of future ESF management – from planning, programming, implementing to monitoring and evaluation.</li> </ul>	2010-2015	2010-2012	
-----	---	--	-----------	-----------	--

EMPL	<p>EGF - Assess for each application to the European Globalisation Adjustment Fund (EGF) that the equal participation of women workers is being ensured, and include the impact of the EGF on gender equality in its Final/Annual Reports.</p> <p>Status: on track</p>	<p>The current EGF Regulation in its Article 7 provides that the Commission and the Member States shall ensure that equality between men and women and the integration of the gender perspective are promoted during the various stages of implementation of the EGF. The Commission and the Member States shall take appropriate steps to prevent any discrimination during the various stages of the implementation of, and access to, assistance from the EGF. In their EGF applications, Member States need to confirm that a policy of equality between women and men as well as non-discrimination has been applied, and will continue to apply, during the various stages of the implementation of, and access to, the EGF. After project implementation, Member States are required to give examples in their final reports of how the principles of equality of treatment and non-discrimination were respected.</p> <p>The Commission proposal for a future EGF (2014 – 2020, see COM(2011) 608 final, of 6.10.2011) which is currently negotiated in the Council and in the European Parliament, includes similar provisions.</p>	2010-2015	2010-2012	
------	--	--	-----------	-----------	--



AGRI	<p>EAFRD - Promote equality between women and men and ensure that any discrimination is prevented during the various stages of programme implementation (design, implementation, monitoring and evaluation).</p> <p>Status: on track</p>	<p>The principle of non-discrimination and equality are strongly incorporated into the EU rural development legislation, it addresses them at different stages of the policy process (<i>EAFRD guidelines for 2007-2013, Council Regulation 1698/2005, Programming requirements for the Member States, Targeted measures</i>). Moreover, the <i>Local Action Groups</i> – implementing the local development tools of LEADER – have to involve the economic and social partners, as well as other representatives of the civil society, such as farmers, rural women, young people and their associations in 50% at the decision-making level.</p> <p>The impact of the rural development programmes on promotion of equality is observed by gender specific indicators in the mid-term and ex-post evaluations in accordance with the <i>Common Monitoring and Evaluation Framework</i>.</p> <p>The promotion of the gender issues appeared in studies and publications of DG AGRI:</p> <ul style="list-style-type: none"> <li>• Commission Staff Working Document "A view on employment, growth and innovation in rural areas", which is analysing partly the situation of women and youth in rural areas - (SWD(2012)44 final of 7.3.2012).</li> <li>• Study on employment, growth and innovation in rural areas (SEGIRA, 8 December 2010).</li> <li>• Women in EU Agriculture and rural areas: hard work, low profile (EU Agricultural Economic Briefs No 7, June 2012).</li> </ul> <p>The European Network for Rural Development and its constituent national networks in the EU 27 Member States can be used to identify and exchange further examples of measures, data, schemes, local strategies or individual projects promoting gender equality in rural areas. Projects, including women specific projects are promoted in the EU Rural Review magazine and in the RDP project database, including projects focusing on women: <a href="http://enrd.ec.europa.eu/policy-in-action/rdp_view/en/view_projects_en.cfm">http://enrd.ec.europa.eu/policy-in-action/rdp_view/en/view_projects_en.cfm</a></p>	2010-2015	2010-2012	
------	--	--	-----------	-----------	--

MARE	<p>EFF - Support MS in promoting gender equality in the European Fisheries Fund programmes by drawing lessons from the mid-term evaluation and promoting, in particular, the role of women in the sustainable development of fisheries areas.</p> <p>Status: on track</p>	<p>A synthesis of the results of the mid-term evaluations of the EFF was produced. It has shown that EFF programmes have played a limited role in promoting gender equality. The influence of women in the consultation and decision-making process related to the programmes in not fully ensured and most programmes do not directly seek to address gender issues as part of their core objectives for all axes; only few Member States have defined clear specific measures in favour of women in the fisheries sector. The gender dimension seems to have been taken into account most effectively under Axis 4 of the EFF where women have been involved in the development and implementation of local development strategies and have benefited from support for a series of concrete projects.</p> <p>As a result of this evaluation DG MARE has reinforced the gender dimension in the proposal for the European Maritime and Fisheries Fund (EMFF) post 2013. Axis 4 of the EFF will be reinforced and concrete measures are available in the EMFF which can support women active in the fisheries sector (e.g. networking between women's organisations; also, spouses and partners of fishermen working in the family fishing business are recognised explicitly as beneficiaries under the EMFF and can benefit from measures such as training, business set-up etc.) As for other CSF Funds an ex ante conditionality on gender equality has been introduced in the proposed Common Provisions Regulation. This ex ante conditionality also applies to the EMFF and requires at MS level the existence of a strategy for the promotion of gender equality and a mechanism which ensures its effective implementation. MS will also be required to describe in their EMFF operational programme how the programme will contribute to the promotion of equality between men and women, the arrangements to ensure the integration of the gender perspective at operational level including any initiatives aimed at mainstreaming this principle in project selection and implementation, as well as specific monitoring and evaluation measures envisaged to ensure the implementation of this principle and how these results of monitoring and evaluation will be taken into account.</p> <p>A workshop on women in fishing communities was organised in the context of a major conference on the sustainable development of fisheries areas organised by DG MARE on 3-4 November 2011 in Brussels.</p>	2010-2015	2010-2012	
------	---	---	-----------	-----------	--

MARE	<p>Create a pan-European network of women active in the fisheries sector and in coastal regions to improve the visibility of women in this sector and establish a platform for the exchange of best practices.</p> <p>Status: on track</p>	<p>DG MARE has encouraged MS to set up national networks for women in fisheries (ES has set up such a network with technical assistance funds of the EFF). Also, a discussion forum on the topic of women and the sustainable development of fisheries areas has been launched on the FARNET website. The possibility to launch a pan-European network of women in fisheries and coastal areas is still being examined in DG MARE (budgetary, human resource and contractual issues still remain to be resolved).</p>	2010-2015	2010-2012	
<b><i>Promote female entrepreneurship and self-employment</i></b>					
ENTR	<p>Continue the support to the promotion and encouragement of female entrepreneurship under the Competitiveness and Innovation Framework Programme (CIP) and within the framework of the Small Business Act for Europe (SBA).</p> <p>Hold conference on female entrepreneurship; create the European network of Female Entrepreneurship Ambassadors; set up mentoring schemes for women entrepreneurs; support entrepreneurship skills for women graduates; facilitate access to finance for women entrepreneurs.</p> <p>WES network for policy level exchange of good practices.</p> <p>Status: on track</p>	<p>The conference on "Female Entrepreneurship in Europe: the European Network of Mentors for Women Entrepreneurs" was held on 15 November 2011 in Warsaw (Polish Presidency/Commission event).</p> <p>The European SME Week Summit 2012 on "Women's Entrepreneurship Makes Business Sense" was held in Brussels on 17 October 2012 (Cypriot Presidency/Commission Event) The areas of focus of the Summit were:</p> <ul style="list-style-type: none"> <li>- Entrepreneurship Education for Women Entrepreneurs;</li> <li>- Women Entrepreneurs with a Migrant Background;</li> <li>- Access to Finance for Women Entrepreneurs;</li> <li>- Women in Technology-Based Business.</li> </ul> <p>The Ambassadors' Network runs between 2009-2013. (22 CIP countries take part). There are more than 320 ambassadors in 22 European countries.</p> <p>Creation of the European Network of Mentors for Women Entrepreneurs in 17 CIP countries in 2011. There are currently around 200 mentors in 17 European countries. The Mentors' Network runs between 2011- 2013. Within the framework of WES two meetings were organised on 22 March /2011 and on 24 February 2012 in order to exchange good practices on women entrepreneurship and proposed future policy priorities at EU level in this area. WES Members also took part at the EU Polish Presidency event on Women Entrepreneurs on 15 November 2011 in Warsaw and the EU Cypriot Presidency event on Women Entrepreneurs (SME Week Summit) on 17 October 2012 in Brussels.</p>	2010-2013	2010-2012	

COMP	Monitor the implementation of State Aid exemptions by Member States for enterprises created by women. Status: repealed	Justification: Action was repealed as there is no obligation for the Member States to report on this, which makes monitoring impossible.	2010-2015	n.a.	
EMPL	ESF: support Member States in implementing the operational programmes containing measures for women entrepreneurship. Status: on track	For the current programming period, the ESF is mobilised by many Member States to support measures aiming at promoting women entrepreneurship. The Commission is actively supporting Member States' effort, in particular through peer reviews and exchanges of good practices in the framework of the ESF committee (see specific session of the ESF Committee on 10.03.2012) and ESF technical working group (joint meeting COCOF – ESF Technical Working Group on 14.02.2012).	2010-2015	2010-2012	
EMPL	EPMF – Assess the delivery of the European Progress Microfinance Facility in view to promote, in the form of micro-credit, access to finance for "vulnerable" persons (including women) and report on it in the Annual report. Status: on track	The annual report 2011 on the implementation of the European Progress Microfinance Facility was published in June 2012 <sup>47</sup> . In terms of women as a target group, the picture was mixed, as the percentage of female borrowers ranged from 28% to 54%, depending on the microfinance provider. However, the 2011 was still based on a very small sample size, which is due to the early stage of implementation and problems related to data collection.	2010-2015	2010-2012	
REGIO	ERDF: support MS in implementing the operational programmes containing measures for women entrepreneurship and gender equality. Status: on track	For each Operational Programme a representative of the Commission participates in the work of the monitoring committee in an advisory capacity.	2011-2015	2011-2012	
REGIO	Continue to gather and exchange good practice on female entrepreneurship in the framework of the HLG on gender mainstreaming in the structural funds and in the COCOF (Coordination Committee of the Funds) for ESF and ERDF. Status: on track	It was decided to integrate gender mainstreaming in the context of COCOF (Coordination Committee of the Funds) where Managing Authorities both from ERDF and ESF are invited.	2010-2015	2010-2012	

<sup>47</sup> <http://ec.europa.eu/social/main.jsp?langId=en&catId=836>

JUST	<p>Monitor the transposition of the Directive on self-employed women and assisting spouses.</p> <p>Status: on track</p>	<p>Transposition deadline was 5/8/2012. The Commission organised a transposition workshop in March 2012. Five MS requested an extension, until 5/8/2014. For the other Member States, the Commission has been checking whether the Member States have correctly notified their national transposition measures and whether those notifications are complete. The Commission is taking action against those Member States who have not correctly notified their national transposition measures. A compliance check of the national transposition laws will be carried out in 2014.</p>	2010-2015	2010-2012	
<p><b><i>Assess remaining gaps in entitlement to family-related leave, notably paternity leave and carers' leave, and the options for addressing them. Social partners will be consulted on further measures, under Article 154 TFEU. Report on the Member States' performance with regard to childcare facilities.</i></b></p>					
JUST	<p>Assess remaining gaps in the entitlement to family-related leave, notably paternity leave and carers' leave, and the options for addressing them. The social partners will be consulted on further measures under Article 154 TFEU.</p> <p>Status: on track</p>	<p>The Commission has launched a study on carer's leave and paternity leave to assess the remaining gaps and options for addressing them.</p>	2013	2013	
JUST	<p>Monitor the transposition of the Directive after the adoption of the legislative proposal on maternity protection and leave currently under negotiations in the EP and in Council.</p> <p>Status: rescheduled since the co-decision procedure continues</p>	<p>Justification: The Commission is awaiting the outcome of the inter-institutional negotiations.</p>	2010-2015		2013-2015
JUST	<p>Monitor the transposition of Directive 2010/18/EU implementing the revised European social partner agreement on parental leave.</p> <p>Status: on track</p>	<p>Transposition deadline was 8/3/2012. Six Member States have requested an extension, until 8/3/2013. For the other Member States, the Commission has checked whether all Member States had correctly notified national transposition measures for this Directive and has taken action against those Member States who did not fully transpose the provisions of this Directive into national law. A compliance check of the national transposition laws will be carried out in 2013.</p>	2012-2015	2012	

EMPL	<p>Support the European Alliance for Families to improving the possibilities of reconciliation of work and family life for both women and men through best practice workshops and 'good practice' section of the Alliance's web portal.</p> <p>Status: on track</p>	<p>In the period 2010-2012, information on news, studies and events in the area of family policies, therefore including gender equality and reconciliation, were presented on the website of the European Alliance for Families. In particular, 38 practices on Fostering Family-Friendly Workplaces are showcased on the website. In 2012, a new evaluation framework was developed in order to rank all practices according to the evidence of effectiveness they could provide.</p>	2010-2013	2010-2012	
JUST	<p>Report on the Member States' performance with regard to childcare facilities.</p> <p>Status: on track</p>	<p>Within the context of the EU2020 Strategy, the Commission analyses the contribution that reconciliation policies can make to reach the 75% employment rate target. A specific focus is put on the Member States' performance on childcare facilities in light of the Barcelona targets. The required data for the drafting of a dedicated report became available in autumn 2012.</p>	2010-2015	2010-2012	
JUST	<p>Encourage co-responsibility in family and domestic tasks between women and men through EU awareness-raising on the role of men regarding gender equality.</p> <p>Status: on track</p>	<p>In 2010, the Commission commissioned a study on the role of men in gender equality in which one of the issues analysed is the involvement of men/fathers in domestic and family responsibilities. This study is being finalised and will be published in the Commission's gender equality website in 2013.</p>	2011-2014	2010-2012	
EMPL	<p>ESF: support MS in implementing the operational programmes containing measures for childcare policy.</p> <p>Status: on track</p>	<p>For the current programming period, the ESF is mobilised by many Member States to support measures aiming at facilitating the reconciliation of professional and private life, in particular through measures for childcare policy. The Commission is actively supporting Member States' effort, in particular through peer reviews and exchanges of good practices in the framework of the ESF committee (see specific session of the ESF Committee on 10.03.2012) and ESF technical working group (joint meeting COCOF – ESF Technical Working Group on 14.02.2012).</p>	2010-2013	2010-2012	
REGIO	<p>ERDF: support MS in implementing the operational programmes containing measures for childcare infrastructures.</p> <p>Status: on track</p>	<p>For each Operational Programme a representative of the Commission participates in the work of the monitoring committee in an advisory capacity.</p>	2010-2013	2010-2012	

REGIO	<p>Continue to gather and exchange good practice on childcare and care for other dependants (e.g. elderly and/or disabled persons) in the framework of the HLG on gender mainstreaming in the structural funds.</p> <p>Status: on track</p>	<p>The last meeting of High Level Group on Gender Mainstreaming in Structural Funds took place on 18 March 2011.</p> <p>It was decided to transform the High Level Group into a special meeting on gender mainstreaming in the context of COCOF where Managing Authorities both from ERDF and ESF are invited. The first meeting took place on 13-14 February 2012. A next meeting is foreseen for December 2013.</p>	2010-2013	2010-2012	
EAC	<p>Adopt a Communication on early childhood education and care.</p> <p>Status: completed</p>	<p>This Communication has been adopted on 17.2.2011 with the title "Early Childhood Education and Care: Providing all our children with the best start for the world of tomorrow"<sup>48</sup>.</p>	2011	2011	
RTD	<p>Organise a workshop with EESC on how to engage social partners in the modernisation and modification of working culture and working conditions in research institutions, to encourage women to choose and remain in scientific careers, whilst making it possible for them to reach the top of the scientific career ladder.</p> <p>Status: repealed</p>	<p>Justification: Following exchanges between the Commission and the EESC, it was agreed that no prior consultation of the EESC would be needed.</p>	2010-2011	n.a.	
RTD	<p>Launch a call for proposals aiming at identifying and comparing collective labour agreements that cover research career paths, and could improve the working environment in research institutions.</p> <p>Status: amended and completed</p>	<p>Not carried out as such. Instead calls for proposals were launched within the Science in Society programme of 7<sup>th</sup> Framework Programme for Research. They aim to support the setting up and implementation of gender equality plans in research institutions. Projects selected in 2011 and 2012: FESTA, STAGES, Genovate and GenderTime. The listed projects aim at implementing institutional and cultural changes within universities and research institutions as to promote a greater participation of women in the scientific workforce. The objective is to create a sound management approach providing effective and transparent mechanisms in order to overcome gender imbalances and to improve the working conditions of women and men.</p>	2011	2011-2012	

<sup>48</sup> (COM(2011) 66 final

<i>Promote gender equality in all initiatives on immigration and integration of migrants</i>					
HOME	<p>Promote gender equality in all initiatives on immigration and integration of migrants.</p> <p>Status: on track</p>	<p>The European Agenda for Integration of Third Country Nationals [COM(2011) 455 final] underlined the need that introductory programmes for newly arrived migrants should address the specific needs of migrant women in order to promote their participation in the labour market and strengthen their economic independence.</p>	2010-2012		
HOME	<p>Promote integration strategies and measures targeted and actively involving immigrant women, notably through the European Fund for the Integration of third-country nationals by:</p> <p>Promoting the improvement of the quality of services and structures in order to recognize and respond to the different needs of immigrants' groups, finding the right balance between targeted and general measures at different levels of government.</p> <p>Promoting the role of women in the process of integration, as well as that of their families and children.</p> <p>Enhancing information and prevention of discrimination against immigrant women and promote their autonomy in society.</p> <p>Supporting their training on employment opportunities and language knowledge, as well as knowledge of their rights and their participation in public life.</p> <p>Status: on track</p>	<p>Two examples from the European Integration Fund:</p> <p>IMPACIM project: A review of the EU policy framework and European human rights law relating specifically to conditions of stay and to equality of treatment and opportunity for third country nationals in labour market and social welfare systems in DE,NL,ES,UK and the context in which migrants are granted or denied access. This project addresses specific needs of young migrants and women.</p> <p>(1) REALISE project: it targeted qualified third-country nationals who, as a group, are disproportionately overqualified for their jobs. In particular, the project looked at migrant women in the initial stages of job integration and developed long term strategies for equal opportunities in the access to skilled employment by guiding their job integration process (drafting CV, presentation letter interviews, help in administrative requests etc).</p>	2010-2015	2010-2012	



HOME	Create a new section on the integration of migrant women within the European Web Site on Integration ( <a href="http://www.integration.eu">www.integration.eu</a> ). Status: completed	2143 practices have been uploaded in the section on Antidiscrimination and Equality of the EWSI website: <a href="http://ec.europa.eu/ewsi/en/resources/index.cfm?ID_TX_FOLDER=5">http://ec.europa.eu/ewsi/en/resources/index.cfm?ID_TX_FOLDER=5</a>	2011	2011	
EMPL	Provide funding to projects aimed at the integration of migrant women via the ESF. Status: on track	For the current programming period, the ESF is mobilised by many Member States to support measures aiming at increasing the participation of women in the labour market, in particular migrant women, The Commission is actively supporting Member States' effort, in particular through peer reviews and exchanges of good practices in the framework of the ESF committee (see specific session of the ESF Committee on 10.03.2012) and ESF technical working group (joint meeting COCOF – ESF Technical Working Group on 14.02.2012).	2010-2013	2010-2012	

## 2. Equal pay for equal work and work of equal value

DG	Actions	Implementation 2010-2012	Action was planned for <sup>49</sup>	Action was carried out in	Action was rescheduled and is now planned for
<i>With the European social partners, and respecting the autonomy of the social dialogue, explore possible ways to improve the transparency of pay as well as the impact on equal pay of atypical arrangements such as part-time work and fixed-term contracts.</i>					
JUST	Study the social and economic impacts of different policy measures to tackle the gender pay gap. Status: on track	The Commission launched a study on this in 2011, which will feed into the implementation report of the Recast Directive scheduled for adoption in 2013.	2010-2011	2011-2012	
JUST	Explore, in close cooperation with the European Social Partners, possible options to improve the transparency of pay. Status: on track	In the framework of the implementation report on the Recast Directive 2006/54/EC, the Commission is working, in cooperation with social partners and other stakeholders, on a guidance document on job classification systems.	2011		2012-2013

<sup>49</sup> See Staff Working Document from September 2010

EMPL/JUST	<p>Review, in close cooperation with the European Social Partners, the impact of arrangements such as part-time work and fixed term contracts on equal pay, and the effectiveness of directives 97/81/EEC and 99/70/EC, implementing respectively the European social partner agreements on part-time work and on fixed-term contracts.</p> <p>Status: rescheduled</p>	<p>Justification: An external expert study was launched in December 2011 to evaluate various aspects of the impact of part-time work and fixed-term contracts, and to assess the effectiveness of Directives 97/81/EEC and 99/70/EC. The preliminary results were reviewed during the third quarter of 2012, in close consultation with the European social partners, whose comments were fully taken into account in finalising the study, expected in 2013.</p>	2011	2011-2012	2013
<p><b><i>Support equal pay initiatives at the workplace such as equality labels, 'charters' and awards, as well as the development of tools for employers to analyse the reasons for unjustified gender pay gaps. Institute a European Equal Pay Day to be held each year to increase awareness on how much longer women need to work than men to earn the same.</i></b></p>					
JUST	<p>Institute a "European Equal Pay Day", to be held each year to increase awareness on how much longer women need to work than men to earn the same.</p> <p>Status: on track</p>	<p>In 2011, the Commission established a European Equal Pay Day (EPPD) to be held each year to increase awareness of the fact that a wage gap between women and men still exists and of how much longer women need to work than men to earn the same. This day is set according to the latest gender pay gap figures. The first EPPD was on 5 March 2011 and the second EPPD was held on 2 March 2012.</p>	2011-2015	2011-2012	
JUST	<p>Build on the 2010 study on initiatives to promote equality between women and men at the workplace, explore further support for equal pay initiatives by companies such as equality labels, "charters", and awards; support MS in the development of tools to analyse the reasons for unjustified gender pay gaps within companies.</p> <p>Status: on track</p>	<p>In 2012, the Commission started a project which helps to raise awareness in companies about the gender pay gap, its causes and consequences and support them in their efforts to tackle it. The name of the project is "Equality Pays Off" and it provides training activities and tools for companies. The aim is to raise awareness on the "business case" for gender equality and equal pay. Within the framework of this project, a Business Forum will be organised annually. The Business Forum will be a platform of knowledge exchange for companies from all over Europe about actions to foster gender equality, with a particular focus on actions that aim at tackling the causes of the gender pay gap.</p>	2012-2015	2012	

EMPL/JUST	Encourage, in the evaluation of national measures implemented to attain the Europe 2020 objectives, measures which promote equal pay and improved work-life balance (Employment Guideline 7). Status: on track	A Thematic Review on Female Labour Market Participation was carried out within the framework of the Employment Committee. The aim of the review was to evaluate the implementation of reforms to address the country-specific recommendations in the field of gender equality and female labour market participation and to provide policy advice to Member States in implementing the country-specific recommendations.	2010-2015	2011-2012	
JUST	Support MS' activities on the development of tools to analyse the reasons for the existence of unjustified gender pay gaps within companies. Status: on track	The Commission's gender pay gap website <sup>50</sup> includes a section showing good practices from the Member States, including the existing tools put at the companies' disposal to analyse the gender pay gap, such as the Logib-D. Moreover, in the framework of its exchange of good practices programme on gender equality, DG JUST organised in December 2011 in Germany an exchange on instruments to tackle the gender pay gap.	2010-2015	2010-2012	
ESTAT	Improve the supply and quality of statistics on the structural indicators of the pay gap. Status: completed	Data on median gross hourly earnings for men and women have been made available. The gender pay gap is benchmarked on the 4-yearly Structural Earnings Survey (SES) for most countries. This has improved data quality and comparability across time and countries.	2010-2015	2012	
<i>Seek to encourage women to enter non-traditional professions, for example in "green" and innovative sectors.</i>					

<sup>50</sup> [http://ec.europa.eu/justice/gender-equality/gender-pay-gap/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-pay-gap/index_en.htm)

EAC	<p>Promote gender equality in the definition of the EU instruments for "Education and Training strategy for 2020" with the objective to ensure full participation in the knowledge-based economy including literacy aspects, monitor the representation of women in scientific and technological careers, support awareness raising on professional choices of young women and men to reduce vertical labour market segregation (more women in scientific and technical professions, more men in the classrooms).</p> <p>Status: on track</p>	<p>November 2012's "Rethinking Education" Communication<sup>51</sup> and the accompanying Staff Working Papers underline the need for basic skills to be achieved <i>by all</i> and provide policy guidance to Member States to this end. The Communication also underlines that greater efforts must now be made to prioritise science, technology, engineering and mathematics (STEM) related skills, to make this field more attractive to females and to better understand the career pathways followed by STEM graduates. The Communication highlights that there is a significant gender imbalance, with a general shortage of male staff in early childhood education, primary and lower secondary education and insufficient female staff in higher secondary education and in school-leaders positions, and urges Member States to take action to achieve a better balance.</p>	2010-2020	2010-2012	
EAC	<p>Elaborate a 2010 Joint progress report on the Education and Training, including on the presence of men in initial teaching and on attracting highly skilled women in scientific and technical fields.</p> <p>Status: completed</p>	<p>The Staff Working Documents attached to the 2012 Joint Council-Commission Report on the implementation of ET2020, include cross-country and country-specific references to the situation of women in education and training (performance, access, etc.).</p>	2011	2012	

---

<sup>51</sup> COM(2012) 699 final

<i>Participation of women in ICT</i>					
CNECT	<p>Conduct an awareness-raising campaign on shadowing days in companies across Europe and monitor the progress and identify best practices through the existing group of stakeholders;</p> <p>Set up platforms to encourage networking such as the European Directory for Women in ICT;</p> <p>Promote digital literacy and eSkills specifically for women through the Digital Agenda;</p> <p>Promote the Code of Best Practices for Women in ICT in as many as possible stakeholders as well as update and refine it.</p> <p>Status: on track</p>	<p>The priority of encouraging young women to take up an ICT-related career is reflected in the Digital Agenda's Action 60 'Increase participation of women in the ICT workforce'.</p> <p>An ICT and Women lunch took place on 4 October 2011 hosted by Neelie Kroes and attended by ca. 25 MEPs. The main outcome of the lunch was to develop the idea of promoting national Digital Champions as inspired by Martha Lane Fox, the UK's Digital Champion. By the end of 2012, 22 Digital Champions were appointed by the Member States. They work with citizens, communities, businesses and public institutions, to exploit the growth potential of the digital economy.</p> <p>DG CNECT also encourages Member States to promote International "Girls in ICT day" that took place on 26 April 2012. The Day celebrates girls' interests and strengths, and encourages them to choose a career in information and communication technologies and was established by the ITU.</p> <p>In the run-up to the 25 April 2013 conference "Girls in ICT Day" (including a hearing in the European Parliament), a social media campaign has been launched to gather innovative initiatives and engage in discussion with stakeholders around Europe.</p> <p>A study has been launched to devise a policy toolkit. It will be based on the analysis of existing data, replicable best practices including the use of social media for advancing the field. One of the specific aims of the study is to revisit and refine the Code of Best Practices for Women in ICT.</p> <p>In terms of other (DAE Pillar 6) initiatives that are worth mentioning in this context is that following the Employment Package of April 2012b VP Kroes called for the formation of a multi-stakeholder partnership, the Grand Coalition for Digital Jobs, to tackle the twin issues of a projected shortfall of up to 900,000 ICT professionals in Europe by 2015, exacerbated by a decline in computing science graduates.</p>	2010-2015	2010-2012	

<i>Gender equality and Research</i>				
RTD	<p>Increase awareness on stereotypes and obstacles to the choices and careers of women in science and technology through an EU wide communication campaign.</p> <p>Status: on track</p>	<p>The campaign "Science it's a girl thing" aims to encourage girls aged 13-18 to study science. The campaign is built on 3 pillars:</p> <ul style="list-style-type: none"> <li>- A website available in all EU languages containing videos of women scientists, information on careers in research and a photo contest "What does science means to you".</li> <li>- A Facebook page (nearly 40 000 likes) with daily post on science, chats with women scientists.</li> <li>- National events. One day national events have taken place in Amsterdam, Munich, Vienna, Milan and Warsaw which reached more than 1000 pupils, and 72 teachers.</li> </ul> <p>The events were organised in collaboration with science centres and museums.</p>	2011-2012	2012
RTD	<p>Working group on the "Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation".</p> <p>Status: completed</p>	<p>Report published in 2012: <a href="http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf">http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf</a></p>	2011-2012	2012
RTD	<p>Major conference on the presentation of the results of the study "Meta-analysis of gender and science research". 19-20 October 2010 with the support of the Belgian Presidency (TBC).</p> <p>Status: completed</p>	<p>For more details, see link: <a href="http://www.genderandscience.org/web/index.php">http://www.genderandscience.org/web/index.php</a></p> <p>Reports available at: <a href="http://www.genderandscience.org/web/reports.php">http://www.genderandscience.org/web/reports.php</a></p>	2010	2010
RTD	<p>Integration of the gender dimension in EU-funded research via training offered to scientific community and EC staff.</p> <p>Status: on track</p>	<p>Gender Toolkit and Training: 61 sessions were held in 15 MS and 1 AC including 1025 participants. See link for more details: <a href="http://www.yellowwindow.be/genderinresearch/">http://www.yellowwindow.be/genderinresearch/</a></p>	2010-2013	2010-2012

RTD	<p>Experts working group to identify specific modalities to better integrate gender in future European research.</p> <p>Status: on track</p>	<p>The Gendered Innovations expert group has developed methods, terminology and case studies. The case studies document specific gendered innovations and demonstrate how methods of sex and gender analysis are applied in specific examples. Publication is planned in 2013.</p>	2011-2012	2011-2012	
RTD	<p>Modernize working culture and working conditions in research institutions: more funding will be allocated to research institutions which implement gender equality plans to promote gender equality in their HR management.</p> <p>Status: on track</p>	<p>Projects funded by WP 2011 and 2012: FESTA, STAGES, Genovate and GenderTime. The listed projects aim at implementing institutional and cultural changes within universities and research institutions as to promote a greater participation of women in the scientific workforce. The objective is to create a sound management approach providing effective and transparent mechanisms in order to abolish gender imbalances and to contribute to the improvement of the working conditions of women and men.</p>	2011-2013	2011-2012	
RTD	<p>Reports on research projects on gender issues: GENDERACE (gender equality and women rights- in relation to combating discrimination), FEMCIT (notions and practices of gendered citizenship), FEMAGE (needs of female immigrants and their integration in ageing societies).</p> <p>Status: completed</p>	<p>The GENDERACE project lasted from 2008 to 2010 with the aim to evaluate the effectiveness of Racial Discrimination Laws from the point of view of the target group and with a gender perspective. The main hypothesis is that differences exist between the uses made of the law by men and women. This is because they develop different representations of the legal system and experience different forms of discrimination. See <a href="http://cordis.europa.eu/projects/rcn/88566_en.html">http://cordis.europa.eu/projects/rcn/88566_en.html</a> for more details.</p> <p>The FEMCIT project was launched under FP6 and it lasted between 2007 and 2011. FEMCIT explores the relationship between the changing forms and practices of gendered citizenship in a multicultural Europe and the demands and practices of contemporary women's movements. See <a href="http://www.femcit.org/">http://www.femcit.org/</a> for more details.</p> <p>The FEMAGE project was also launched under FP6 and it lasted from 2006 to 2008. This study aimed at generating knowledge about obstacles and needs for opportunity enhancement for economic and social integration of women immigrants. See <a href="http://www.gemmaproject.eu/femage.aspx">http://www.gemmaproject.eu/femage.aspx</a> for more details.</p>	2010-2013	2010-2011	

### 3. EQUALITY IN DECISION-MAKING

DG	Actions	Implementation 2010-2012	Action was planned for <sup>52</sup>	Action was carried out in	Action was rescheduled and is now planned for
<i>Consider targeted initiatives to improve the gender balance in decision making</i>					
JUST	<p>Present a communication on the importance of and the ways to improve a better gender balance in economic decision-making.</p> <p>Status: completed</p>	<p>A Staff Working Document, "The gender balance in business leadership", ref. SEC(2011) 246, was approved on the 1<sup>st</sup> of March 2011. It highlights the gender gaps in economic decision-making positions, in particular in boards of quoted companies, the main barriers women face, and the economic and business case for gender diversity in top positions. It also outlines some examples of action taken by governments, the social partners and the corporate sector to increase women's participation in management.</p> <p>At the same day, Vice-President Reding:</p> <ul style="list-style-type: none"> <li>- initiated an high-level dialogue with business leaders (Chairs of Boards/CEOs of major quoted companies) to discuss how to make faster progress towards gender balance in corporate boardrooms;</li> <li>- launched the "Women on the board pledge for Europe", a call on publicly listed companies in Europe to sign a voluntary commitment to increase women's presence on their corporate boards to 30% by 2015 and 40% by 2020 by means of actively recruiting qualified women to replace outgoing male members.</li> </ul> <p>In 5 March 2012, the report "Women in economic decision-making in the EU: progress report" was published to review the progress made on the situation of women and men on boards of quoted companies. The report also makes the economic and business case for gender diversity in leadership positions, presents the initiatives taken by Member States to promote gender balance on boards and give examples of good practices by business.</p>	2011	2011-2012	

<sup>52</sup> See Staff Working Document of September 2010



JUST	<p>Support the collection, analysis and dissemination of comparable data on gender balance in decision making at EU level, i.a. through its database on women and men in decision-making and regular reporting.</p> <p>Status: on track</p>	<p>The European Commission's database on women and men in decision-making was updated in the various fields covered by the database<sup>53</sup> and the information disseminated on-line, on diverse publications (thematic reports on women and men in decision-making positions and annual report on progress between women and men) and to diverse stakeholders (EP, Member States representatives, social partners, NGOs, academics).</p>	2010-2015	2010-2012	
JUST	<p>Consider targeted initiatives to improve the gender balance in decision making.</p> <p>Status: completed</p>	<p>A proposal for a Directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures, ref. COM(2012) 614 final, was adopted by the Commission on 14.11.2012. The purpose of the proposal is to increase the number of women on corporate boards by setting a minimum objective of a 40% presence of the under-represented sex among the non-executive directors of companies listed on stock exchanges and by requiring companies with a lower share of the under-represented sex to introduce pre-established, neutrally formulated and unambiguous criteria in selection procedures for those positions in order to attain that objective.</p> <p>The proposal for a Directive is accompanied by a Communication on "Gender balance in business leadership: a contribution to smart, sustainable and inclusive growth", ref. COM(2012) 615 final, adopted on 14.11.2012. The Communication complements the proposed legislative measure with policy measures to fight the roots of gender imbalance, to overcome gender stereotypes and to improve work conditions that promote women's advancement in management.</p>	2012	2012	
JUST	<p>Support exchanges of good practice among Member States on the theme of gender balance in economic decision-making.</p> <p>Status: new and completed</p>	<p>Four meetings with the members of the Commission's network to promote women in decision-making in politics and the economy<sup>54</sup> were organized, <i>inter alia</i>, to share experience and good practice. Under the framework of a programme of exchange of good practice on gender equality, one seminar was organized on ways to promote gender balance in economic decision-making positions<sup>55</sup>.</p>		2010-2012 (NEW)	

<sup>53</sup> [http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/index_en.htm)

<sup>54</sup> [http://ec.europa.eu/justice/gender-equality/gender-decision-making/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-decision-making/index_en.htm)

<sup>55</sup> [http://ec.europa.eu/justice/gender-equality/tools/good-practices/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/tools/good-practices/index_en.htm)

MARKT	Propose a specific initiative in the field of corporate governance. Status: on track	In its 2011 Green paper on the EU corporate governance framework (COM2011, 164) the Commission asked stakeholder for input on the issue of diversity (amongst which gender diversity) in company boards. As a follow-up to this Green Paper, the Commission announced in its 2012 Action Plan on European company law and corporate governance - a modern legal framework for more engaged shareholders and sustainable companies (COM 2012, 740) that it will in 2013 make a proposal to strengthen disclosure requirements with regard to their board diversity policy through amendment of the accounting Directives <sup>56</sup> .	2011	2011-2012	
<b>Monitor the 25 % target for women in top level decision-making positions in research</b>					
RTD	Monitor a minimum of 25% women at top level decision-making positions in public research. Status: on track	This target was set by the Council for the Member States (Council Conclusions of 18 April 2005) for the public sector. The 'She Figures 2012' provides data on the participation of women in research boards and on the proportion of female heads of institutions in the Higher Education Sector and in Universities or assimilated institutions. The EU27 estimations for 2010 are as follows:  - Proportion of female heads of institutions in the Higher Education Sector: 15.5% - Proportion of female heads of Universities or assimilated Institutions based on the capacity to deliver PhDs: 10% - Proportion of women on boards: 36%.	2011-2013	2012	
RTD	Update and improve data on women in science data collection (She figures). Status: completed	The 'She Figures 2012' data collection was supported by the work of a Steering Group with the aim to improve the quantitative and qualitative data. As a result, in the She Figures 2012, new indicators have been added. The publication is complemented also with a handbook providing details on the statistics presented. (available in March 2013).	2012	2012	

<sup>56</sup>Directive 78/660/EEC - Fourth Council Directive of 25 July 1978 based on Article 54 (3) (g) of the Treaty on the annual accounts of certain types of companies and Directive 83/349/EEC - Seventh Council Directive of 13 June 1983 based on the Article 54 (3) (g) of the Treaty on consolidated accounts.

<b>Monitor progress towards the aim of 40% of members of one sex in committees and expert groups established by the Commission</b>					
SG	<p>Monitor and report on the achievement of targets for gender balance set for European Commission's committees and expert groups (Decision 2000/407/EC).</p> <p>Status: repealed</p>	<p>Justification: Decision 2000/407/EC foresaw a review and a statistical report after three years. No further reports were foreseen by the Decision.</p>	2010-2015	n.a.	
<b>Support efforts to promote greater participation by women in European Parliament elections including as candidates</b>					
COMM/JUST	<p>Encourage participation of women in elections (in particular 2014 EP election) and especially as candidates via the Programmes "Fundamental Rights and Citizenship" and "Europe for Citizens".</p> <p>Status: on track</p>	<p>The Europe for Citizens programme had "equal opportunities as regards participation in political life" as one of its priorities over that period; the programme co-funded 9 projects dealing with the issue of gender equality in political life, with however no project addressing the specific aim of encouraging participation of women in elections.</p> <p>Under the Program Fundamental Rights and Citizenship the Commission is currently supporting a number of NGO projects which aim at encouraging participation in the 2014 elections to the European Parliament and in particular, participation of women candidacies.</p> <p>In addition, the Commission monitors the situation of women and men in high political positions at national and EU levels through its database on women and men in decision-making. It analyses the trends and disseminate information to stakeholders through its reports on progress between women and men and in specific reports on women and men in decision-making positions.</p>	2011-2014	2011-2012	

<i>Monitor progress of representation targets for women in management posts and AD category in the Commission</i>					
HR/ALL	<p>Report on achievement of targets for gender balance set at the Commission level (for senior management posts and category AD) and at DG level (for middle management posts).</p> <p>Status: on track</p>	<p>On 19 December 2012, the Commission adopted its mid-term report on the implementation of the Strategy. The report takes stock of the progress made since the adoption of the strategy, provides a reference point regarding the degree of integration of equal opportunities considerations in the HR policies, procedures and practices at local level, draws initial conclusions and sets out recommendations.</p> <p>In 2012, bilateral meetings took place with all DGs. Their aim was to deepen and/or provide clarifications relevant for the DG HR analysis on how each DG integrates equal opportunities considerations in their human resources policies. This analysis then became the basis for the practical recommendations addressed to DGs to improve their performance. It has been based on a thorough and comprehensive methodology that had previously been discussed and agreed with the DGs. to their DGs "families".</p> <p>For the purpose of measuring and reporting on the progress achieved, quarterly monitoring of the gender representation targets at the Commission and DG level is done. Updated Equal Opportunities dashboards have been shared with the DGs to help them benchmark their performance against the assigned gender equality targets, and the Commission average. The results of the first calculations of the equal opportunities index were shared with each DG, compared to the Commission average and to their 'DGs families'.</p> <p>During 2011, each Commission department drew up its own plan of action for how to achieve the targets and there is a regular monitoring by the Directorate-General for Human Resources, including two main reports in 2012 and 2014. Also, a quarterly reporting system was put in place in order to help DGs to follow up their own targets.</p> <p>In 2011, the main priority for DG HR in the field of Equal Opportunities were: to closely monitor the gender representation rate for management positions at Commission and Directorate-Generals and services (DGs) level to ensure that the gender equality targets as laid down in the Equal opportunities Strategy were on good track and to create the right conditions for a genuine ownership and accountability at all levels and for a continuous improvement of the integration of equal opportunities consideration into HR policy, process and practices at DG level.</p>	2012 and 2014	2012	

#### 4. DIGNITY, INTEGRITY AND AN END TO GENDER-BASED VIOLENCE

DG	Actions	Implementation 2010-2012	Action was planned for <sup>57</sup>	Action was carried out in	Action was rescheduled and now planned for
<i>Adopt an EU-wide strategy on combating violence against women that will aim, for instance, at eradicating female genital mutilation using all appropriate instruments, including criminal law, within the limits of the EU's powers, supported by a Europe-wide awareness-raising campaign on violence against women</i>					
JUST	Adopt an EU wide strategy on combating violence against women, including practices of female genital mutilation. Status: repealed	Justification: The Commission focuses on concrete actions to combat violence in areas where there is a clear legal basis for action in the Lisbon Treaty. The Commission has set up a comprehensive framework in order to support Member States to achieve concrete and tangible results to combat violence against women. This includes improving knowledge and understanding of the problem through targeted data collection, legislative action, exchange of good practices, empowerment of women, awareness raising and funding through PROGRESS and DAPHNE. On 18 May 2011, the European Commission adopted a package of proposals aiming at strengthening the rights of victims of crime (see below).	2011	n.a.	
JUST	Launch a Europe-wide awareness-raising campaign on gender-based violence. Status: on track	A call for proposals restricted to Member States on awareness-raising and information activities on violence against women, including FGM, was published until 6.6.13, and the results are currently being analysed.	2011		2013
JUST	Support projects and NGOs to their efforts to eradicate gender based violence (DAPHNE III 2007-2013). Status: on track	Annual implementation.	2010-2013	2010-2012	

<sup>57</sup> See Staff Working Document from September 2010

JUST	<p>Legislation on victims' rights.</p> <p>Status: completed</p>	<p>On 18 May 2011, the European Commission adopted a package of proposals aiming at strengthening the rights of victims of crime. The package consisted of a proposal for a Directive establishing minimum standards on the rights, support and protection of victims of crime and a proposal for a Regulation on the mutual recognition of civil law protection measures. The EU directive on victims' rights was adopted on 5 October 2012 by the Council of Ministers, following an overwhelming majority vote (611 for, 9 against and 13 abstentions) by the European Parliament. The proposal for a Regulation on the mutual recognition of protection measures in civil matters complements the Member State-initiated Directive on the European Protection Order (applicable in criminal matters), which was adopted in December 2011). These two instruments will particularly benefit victims of domestic violence and stalking (the majority being women) and will ensure that protection measures issued in one Member State can be automatically recognised in another Member State to avoid that the victims loses their protection if they move or travel.</p>	2011	2011-2012	
JUST	<p>Explore the options to eradicate female genital mutilation in the EU, including by means of criminal law.</p> <p>Status: on track</p>	<p>The Commission has held a Roundtable on FGM chaired by Vice-President Reding in March 2013, launched awareness-raising activities on social media and a public consultation on FGM, in view of developing policy options.</p>	2010-2011		2013
HOME	<p>Legislation for victims of trafficking in human beings: Directive 2011/36/EU.</p> <p>Status: new and completed</p>	<p>Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims was adopted in April 2011 and its transposition deadline is 03 April 2013. For the first time the Directive adopts a gender-specific approach to trafficking in human beings, recognising that women and men are trafficked into different situations and that they require gender-specific assistance and support. According to the Directive trafficking in human beings is a human rights violation.</p>		2011 (NEW)	

HOME	<p>Launch of new and integrated EU Strategy towards the Eradication of Trafficking in Human Beings on 19 June 2012</p> <p>Status: new and completed</p>	<p>The EU Strategy places focus on concrete measures that will support the transposition and implementation of Directive, bring added value and complement the work done by governments, international organisations and civil society in the EU and third countries.</p> <p>For the first time the EU Strategy identified violence against women as a root cause of trafficking and sets out a series actions to address the gender dimension thereof, as vulnerability to trafficking and to different forms of exploitation is shaped by gender.</p>		2012 (NEW)	
JUST	<p>Exchange information and best practice on MS actions to combat exploitation, violence and abuse against women with disabilities through the Disability High Level Group.</p> <p>Status: on track</p>	<p>A Swedish report on the subject was presented and discussed in the Disability High Level Group. The European Women's Lobby participates in the HLG as member from the civil society.</p>	2011	2011-2012	
<p><b><i>Ensure that the EU asylum legislation takes into account gender equality considerations; promote gender-specific training and best practices within the European Asylum Support Office as well as via funding by the European Refugee Fund.</i></b></p>					
HOME	<p>Ensure that the EU asylum legislation takes into account gender equality considerations; promote gender-specific training and best practices within the European Asylum Support Office as well as via funding by the European Refugee Fund.</p> <p>Status: on track</p>	<p>Gender specific issues are mainstreamed throughout the entire European Asylum Curriculum (EAC), the common vocational training system designed mainly for asylum officials throughout the EU), for instance through the adoption of gender sensitive language, and examples and exercises that ensure gender awareness.</p> <p>A number of modules specifically deal with gender issues. The Evidence Assessment module for instance has an entire unit which focuses on gender related issues and the need for international protection. In the module Interviewing Vulnerable Groups special attention is also given to gender, and an entire unit focuses on gender related persecution. In the module Interviewing Techniques, special focus is given to the understanding of gender roles helping the trainee to have an awareness of how this can have an impact during the interview.</p> <p>In the coming future, EASO will reflect on whether a separate module on gender should also be developed.</p>		2010-2015	2010-2012

HOME	Address gender issues in Judicial training. Status: repealed	Justification: The EASO training curriculum for this category is in the early stages of development.	2010-2013	2010- 2012	
------	--	---	-----------	---------------	--



<i>Consider gender issues in health policies – draw up a Men's health report, following the 2010 Women's Health report</i>					
SANCO	<p>Draw up a Men's Health report, following the 2010 Women's Health report.</p> <p>Status: completed</p>	<p>The State of Men's Health in Europe: Report was published in 2011 in a short and a long version. It was presented on June 2011 in the EP in a workshop on men's health. Articles drawing on the main health related findings have been published in international peer review journals (British Medical Journal and Journal of Men's health). The report provides information for all 27 MS, EFTA and candidate countries.</p> <p>Death rates for men are higher than for women at all ages and this leads to an average gap in life expectancy at birth of over 5 years between men and women. Cardiovascular disease and cancer are the most important causes of death for men, just as they are for women. Men's depression and other mental health problems are under detected and undertreated in all countries. Poor lifestyles and preventable risk factors account for a high proportion of premature death and morbidity in men. Men have higher levels of key risk factors for health (tobacco, alcohol, poor diet).</p> <p>The report is a valuable piece of work used by the European Commission, stakeholders and the Member States. There is a high level of preventable premature morbidity and mortality. There is a need for preventive activities addressing men throughout the lifespan.</p> <p>This report and the one published on women's health, and the specific differences found in women and men are serving to develop actions where these specificities are taken into account: chronic diseases, tobacco legislation, antismoking campaigns or nutrition and physical activity.</p>	2011	2011	
SANCO	<p>Awareness raising seminars on Women's Health.</p> <p>Status: on-track</p>	<p>Two seminars on 'gender and health' took place in 2010 and 2011. The first one on 'gender and health' developed awareness in four areas: mental health, reproductive health and gender related health issues, ageing and lifestyle. It took place jointly with stakeholders. The second one, on 'gender and health: beyond stereotypes' developed more the specificities of the differences: impact of gender in health and importance of awareness; biology, norms and values and their impact on exposure to risk; health services, gender bias and impact on treatments; and health determinants and gender vulnerability.</p>	2010-2015	2010-2011	
SANCO	<p>Promote health and gender impact assessment of policies and programmes.</p> <p>Status: on-track</p>	<p>In 2012 a specific seminar on gender and health impact assessment took place addressed to staff. Concepts, experiences and applications were developed. As a consequence, it has been possible to strengthen gender and health in the policies developed, with a particular focus on the impact assessment procedure.</p>	2010-2015	2012	

SANCO	<p>Collect exchange and disseminate good practices on gender specific health policies and practices with MS and other stakeholders.</p> <p>Status: on track</p>	<p>Experiences in Member States with health and gender impact assessment have been collected and disseminated internally. A project, beginning in 2013 is being developed.</p>	2010-2013	2010-2012	
SANCO	<p>Promote gender mainstreaming in health policies in line with the EU's Health Strategy and initiatives linked to the health strand of the social OMC, as well as the 2009 Communication on Health Inequalities, notably in the EU quality framework for social and health services, HIV/AIDS, tobacco and cancer.</p> <p>Status: on track</p>	<p>Gender is a determinant of health. Gender is a horizontal aspect that is taken into account in all relevant policies, such as tobacco control, HIV/AIDS, healthcare or others, for example by focusing on health promotion and prevention of diseases (initiatives such as the tobacco legislation or the anti-smoking campaign "Ex-Smokers are Unstoppable"; activities in the area of nutrition and physical activity; or the European Partnership for Action Against Cancer in cooperation with the Member States and the recently launched Joint Action on tackling and managing chronic diseases across the life cycle).</p>	2010-2015	2010-2012	
SANCO	<p>Review ongoing activities in the field of active, healthy and dignified ageing, and if appropriate, come forward with an action plan for further activities.</p> <p>Status: on track</p>	<p>Gender related ageing patterns are explicitly considered in the rationale of the Action Plans being implemented. The European Innovation Partnership (EIP) will collect evidence and data and will set up a repository of best practices at local and regional level, to support active and healthy ageing and in particular to improve prescriptions and better adherence to medical treatment for multichronic patients, prevention of falls, to prevent functional decline and frailty. EIP also promotes implementation of actions delivering integrated patient-centered care models.</p> <p>The EIP supports and disseminates the concept of active and healthy ageing and a new paradigm of ageing, where older people can contribute to society far beyond their retiring age. The Older Women Network in Europe has committed to the age-friendly Action Group of EIP, offering expertise on gender perspectives in all aspects of creating age friendly environments.</p>	2011-2013	2011-2012	

EMPL	<p>Review ongoing activities in the field of active, healthy and dignified ageing, and if appropriate, come forward with an action plan for further activities.</p> <p>Status: completed</p>	<p>By decision of Decision No 940/2011/EU of the European Parliament and of the Council of 14 September 2011, the year 2012 was established the European Year for Active Ageing and Solidarity between Generations. The European Year focused on raising awareness and mobilising action to promote active ageing in three areas: employment, independent living and participation. An important part of the campaign was breaking age- but also gender-specific stereotypes and mobilising seniors into action through volunteering.</p> <p>The EY2012 website can be found here:  <a href="http://europa.eu/ey2012/ey2012main.jsp?catId=971&amp;langId=en">http://europa.eu/ey2012/ey2012main.jsp?catId=971&amp;langId=en</a></p> <p>The Year culminated with the adoption of the 'Guiding Principles on Active Ageing and Solidarity between generations', as well as the development of an Active Ageing Index – a tool designed to measure untapped potential of active ageing in each of the Member States. The Index offers break down of results by gender. The results as well as methodology for development of the index are available from: <a href="http://www1.unece.org/stat/platform/display/AAI/Active+Ageing+Index+Home">http://www1.unece.org/stat/platform/display/AAI/Active+Ageing+Index+Home</a></p>	2011	2011-2012	
EMPL	<p>Take due account of gender aspects in the forthcoming EU Strategy on Health and Safety at Work (2013-2020).</p> <p>Status: on track</p>	<p>Preparations for a possible future strategy are on-going.</p>	2013		
EMPL	<p>Take account of the gender aspects in the legislative work on ergonomics and work-related musculoskeletal disorders (WRMSDs).</p> <p>Status: repealed</p>	<p>Justification: Due to divergent views among stakeholders and high costs implied by a regulatory option, DG EMPL, based on the results of an impact assessment, decided to stop the preparations of a binding legal instrument.</p>	2011	2011-2012	

EMPL	<p>Take account of the gender aspects in the preparatory work for a possible review of Directive 2004/37/EC on carcinogens and mutagens.</p> <p>Status: on-going</p>	<p>The preparatory work for a possible review of Directive 2004/37/EC on the protection of workers from the risks related to carcinogens and mutagens at work is still on-going.</p>	2010-2011	2010-2012	
------	--	--	-----------	-----------	--

#### 5. GENDER EQUALITY IN EXTERNAL ACTIONS

DG	Actions	Implementation 2010-2012	Action was planned for <sup>58</sup>	Action was carried out in	Action was re-scheduled and is now planned for
<i>Monitor and support adherence to the Copenhagen criteria for accession to the EU in the field of equal treatment between women and men</i>					

<sup>58</sup> See Staff Working Document from September 2010

ELARG	<p>Monitor and support adherence to the Copenhagen criteria for accession to the EU in the field of equal treatment between women and men, and assist Western Balkans countries and Turkey with the transposition and enforcement of legislation and the necessary establishment of adequate administrative and judicial systems.</p> <p>Status: on track</p>	<ul style="list-style-type: none"> <li>• Yearly Progress Reports on candidate countries and potential candidates were published in November 2010 and in October 2011 and 2012. The Reports cover gender equality issues under the political criteria as well as under chapters 19 “Social policy and employment” and 23 “Judiciary and Fundamental rights” (with focus on domestic violence).</li> <li>• Opinions on <b>Albania</b>’s and <b>Montenegro</b>’s applications for EU membership, covering also gender equality issues, were published in November 2010. An Opinion on <b>Serbia</b>’s application for EU membership was published in October 2011.</li> <li>• Since spring 2010, monitoring tables covering all the commitments undertaken by <b>Croatia</b> in the accession negotiations, including in the area of gender equality, were prepared twice a year and discussed in the Council.</li> <li>• Screening meetings with <b>Iceland</b> on chapter 19 “Social policy and employment”, covering also gender equality issues, were organised in February and March 2011. Discussions on the screening report were concluded in the Council in October 2011, recommending the opening of accession negotiations with Iceland on this chapter. Accession negotiations with Iceland on this chapter were opened in June 2012.</li> </ul> <p>Sub-committee meetings and technical meetings to follow transposition and implementation of the <i>acquis</i> also in the area of gender equality were organised every year with each candidate country and potential candidate.</p>	2010-2012		
EMPL	<p>Monitor the inclusion of gender equality and women's rights as a cross cutting theme in the EC financial assistance to candidate and potential candidate countries, under the Instrument for Pre-accession Assistance (IPA).</p> <p>Status: on track</p>	<p>Gender equality is a horizontal issue taken into account in each Human Resources Development Operational Programme under IPA. It is also dealt with under specific priority axes and measures of these Programmes. Specific procedures are foreseen to guarantee that the principle of equal opportunities is effectively implemented.</p>	2010-2013	2010-2012	
<p><i>External relation and development policies – implement the EU Plan of Action on Gender Equality and Women's Empowerment in Development (2010-2015). Continue to encourage ENP partner countries to promote gender equality through regular policy dialogue, exchange of experience and by exploring possibilities for assistance under the European Neighbourhood and Partnership Instrument.</i></p>					

DEVCO/EEAS	<p>Continue to contribute to the implementation of the EU Guidelines on violence against women and girls and combating all forms of discrimination against them.</p> <p>Status: on track</p>	<p>As specified in the 2012 report on the implementation of the "EU Action Plan on Gender Equality and Women Empowerment in Development (GAP), 2011-2012"; 40 EU Delegations in developing countries report activities to support the implementation of EU Guidelines against Violence against Women (VAW) against only 20 in 2011; while 57 Delegations report to support non-state actors in the implementation of the Guidelines (46 in 2011). Thematic programmes (EIDHR or Non-State Actors programme) are used in many countries to implement the EU Guidelines on violence against women.</p> <p>The implementation of the Guidelines involves an important role for EU delegations. More than 109 EU Delegations have prioritised gender issues in the tailor-made local Human Rights Strategies.</p> <p>Since 2010 women's rights issues (including violence against women) were on the agenda of 34 Human Rights Dialogues with third countries.</p>	2010-2015	2011-2012	
DEVCO/EEAS	<p>Continue to contribute to the implementation of the EU Comprehensive Approach to the EU implementation of the UN Security Council Resolutions 1325 and 1820 on Women, Peace and Security. In addition, monitor the implementation of the Comprehensive Approach through the use of dedicated indicators and the regular preparation of a progress report.</p> <p>Status: on track</p>	<p>As specified in the 2012 report on the implementation of the "EU Action Plan on Gender Equality and Women Empowerment in Development (GAP), 2011-2012", 19 Delegations report activities <i>for capacity building on SCR 1325 and 1820 in fragile states</i> (2 in 2011). In Liberia, an EU/UN-Women project started in 2012. Afghanistan, Armenia, Azerbaijan, Georgia, Kyrgyzstan, Pakistan, Tajikistan and Uzbekistan are target countries in the EU/UN Women programme "Women Connect across Conflict: Building Accountability for Implementation of UNSCR 1325, 1820, 1888, 1889".</p> <p>In May 2011 the EU has adopted First Report on the EU indicators for the Comprehensive Approach on UNSCR 1325 and 1820 on women, peace and security.</p> <p>The EU Informal Task Force on UNSCR 1325 with the participation of Member States, NATO, UN and CSOs met two times in 2012.</p> <p>EU Member States Annual Meetings on UNSCR 1325 were organised in 2011 on training in human rights and gender, in 2012 on peace negotiations and mediation.</p>	2010-2015	2011-2012	

DEVCO/EEAS	<p>Continue to mainstream women's rights in EU electoral observation missions and assistance.</p> <p>Status: on track</p>	<p>Gender is seen as a cross-cutting issue in electoral assistance projects and this goes for greater participation of women in elections as candidates, or as voters or as electoral administrators and this is normally included among the project's expected results.</p> <p>Gender issues affect all phases of the electoral cycle and equal participation of women in the electoral process is an essential part of the electoral observation mission's assessment. As part of their mandate, in 2012, the EU EOMs continued to monitor and report on the fulfilment by host countries of their obligations relating to women's participation in political and public life. Women's participation has been mainstreamed into the portfolio of all core team analysts, with the specific task for them to examine this question in their respective areas of expertise. EU EOMs were also provided with specific guidelines in order to foster detailed and coherent gender analysis.</p>	2010-2015	2010-2012	
------------	---	---	-----------	-----------	--

DEVCO	<p>Implement the Plan of Action on Gender Equality and Women's Empowerment in Development (2010-2015)<sup>59</sup>.</p> <p>Status: on track</p>	<p>A first report on the implementation of the Plan of Action on Gender Equality and Women's Empowerment in Development has been published in November 2011<sup>60</sup>, covered the actions taken to implement the GAP from mid-2010 till mid-2011. It showed that many EU Delegations and Member States have introduced new practices and procedures to ensure that gender equality is systematically taken into account both in policy making and in development programmes. The second report covers the period July 2011 to June 2012 and in particular the implementation of the indicators for this period. It has been published in November 2012.</p> <p>The number of EU Delegations who submitted reports increased from 80 last year to 93. This second report shows a positive trend in the GAP implementation:</p> <ul style="list-style-type: none"> <li>- The larger numbers of EU Delegations and Member States participate in gender coordination mechanisms at country level, and there are more internal EU coordination groups specifically dealing with the GAP.</li> <li>- Political dialogue on gender equality is taking place in more and more partner countries (61) than last year (38) and it is also on the agenda in sector and macro policy dialogues in an increasing number of countries (from 32 to 48).</li> <li>- Gender equality is gradually being included in sector programmes beyond the traditional health and education sectors.</li> <li>- Some progress can also be registered concerning availability of sex-aggregated indicators and use of them in different aid modalities, including in general budget support.</li> <li>- 28 EU Delegations have started to prepare Gender country profile.</li> </ul> <p>The EU Strategic Framework and Action Plan on Human Rights and Democracy<sup>61</sup> that has been adopted in June 2012 also prioritised the implementation of the nine specific objectives for gender equality and women's empowerment in development.</p>	2010-2015	2010-2012	
-------	---	--	-----------	-----------	--

<sup>59</sup> SEC(2010) 265 final

<sup>60</sup> SEC(2011) 1437 final

<sup>61</sup> [http://www.consilium.europa.eu/uedocs/cms\\_data/docs/pressdata/EN/foraff/131173.pdf](http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/EN/foraff/131173.pdf)



EEAS/DEVCO	<p>Continue to encourage European Neighbourhood Policy partner countries to promote gender equality through regular policy dialogue, exchange of experience and by exploring possibilities for assistance under the European Neighbourhood and Partnership Instrument.</p> <p>Status: on track</p>	<p><u>In Neighbouring South region</u>, 15 new grants were contracted during 2012. At regional level three more grants were finalised. All these grants are dealing with topics such as promoting women's rights, gender equality in transitional justice-related policies, strengthening the social and economic protection of rural women or developing strategies to improve women access to employment and entrepreneurship.</p> <p><u>Projects:</u></p> <ul style="list-style-type: none"> <li>- Morocco: "Promotion of equality between men and women". The programme will contribute to the practical implementation of the principles of women's rights and equal treatment which were included in the Moroccan constitution in July 2011.</li> <li>- Egypt: project aiming at reinforcing women's rights to be implemented by UN Women after signature before end 2012.</li> </ul> <p><u>In Eastern Partnership Countries</u>, policy dialogue on gender takes place in all region (except for Belarus where political dialogue is generally limited). Gender coordination mechanisms exist in all countries, where donors can exchange experiences.</p> <p><u>Projects:</u></p> <p><u>Armenia:</u> "Promoting Equal Rights and Equal Opportunities in Armenia: Women in Local Democracy". The project, implemented by UNDP, has been launched in April 2012 for a duration of 3 years. EU contribution is EUR 500.000.</p> <p><u>Azerbaijan:</u> Twinning project on "Strengthening the capacity of the State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan to Promote and Protect the Rights of Vulnerable Families". The project has been launched in June 2011 for a duration of 2 years. EU contribution is EUR 900.000.</p> <ul style="list-style-type: none"> <li>•</li> <li>• <u>Moldova:</u> The sector policy support programme on "Economic stimulation in rural areas" – covering the period 2010-2012 – has a specific component on gender mainstreaming in SME development policies.</li> <li>•</li> <li>– Gender equality is a key feature in projects funded under thematic budget lines and EIDHR. In Georgia gender equality and women's participation is also targeted under the IFS.</li> <li>– A gender study has been launched in January 2013 to draft the Gender Country Profiles of the 6 EaP countries. The study will provide key information on gender-related challenges in each country, with a specific focus on the three future sectors of concentration and on national statistical capacities.</li> <li>•</li> </ul>	2010-2015	2010-2012	
------------	--	---	-----------	-----------	--

EEAS/DEVVCO	<p>Support policy and political dialogue with partner countries on gender, gender mainstreaming and specific actions.</p> <p>Status: on track</p>	<p>Political dialogue on gender equality took places in many partner countries and it is also on the agenda in an increasing number of countries. Gender equality has also been identified as a priority in several human rights strategies which have been elaborated by EEAS and partner countries during 2012.</p> <p>Gender mainstreaming was also carried out through trainings, the Gender Advisory Service who supported the Delegations, as well as specific actions:</p> <ul style="list-style-type: none"> <li>- A call for proposals was launched in 2012 focusing on "Strengthening protection and promotion of women's rights and women's social and economic empowerment" with the overall objective of promoting women's social and economic empowerment and rights. At the end of the selection procedure, 42 projects were funded (out of over 1800 concept notes submitted) for a total budget of 30 million of euro.</li> <li>- <u>Increasing Accountability in Financing for Gender Equality (FfGE)</u>, (2011-2012).</li> </ul> <p>The initiative aims at increasing the volume and effective use of aid and domestic resources to implement national commitments to gender equality and women's empowerment. This will be pursued through 1) capacity building of government, civil society, and donors in identifying financing and implementation gaps on gender equality and in aligning resource allocation to existing commitments 2) national and global advocacy and multi-stakeholders' dialogue.</p> <p>The programme covered Ethiopia, Haiti, Honduras, Jordan, Kyrgyzstan, Nicaragua, OPT, Senegal, Ukraine, Bolivia, Rwanda, Nepal, Peru, Tanzania, and Cameroon.</p> <p>Gender issues were high on the EU agenda with the League of Arab States (a Work Programme has been agreed in November 2012), with Pacific Islands Forum, with ASEAN, CELAC.</p> <p>Role of Women in International Peace and Security was topic of the 2012 G8 political priorities and important part of the Chair's Statement.</p>	2010-2015	2010-2012	
EEAS/DEVCO	<p>Implementation of the EU Strategic Framework and Action Plan on Human Rights and Democracy (action 20).</p>	<p>Support of the first-ever UNGA resolution aimed at ending the harmful practice of female genital mutilation, initiated by the African Group led by Benin and Burkina Faso has been supported by the EU.</p> <p>During the 23<sup>rd</sup> session of the HRC, the EU and the African Group jointly read out a declaration on early and forced marriages.</p> <p>A 7 million EUR project 'Spring forward' has been launched in the MENA region focusing on women's political participation.</p>	2012-2014 (new)	2012	

DEVCO	<p>Support civil society organisations working on women's rights- call for proposals with a focus on economic empowerment of women.</p> <p>Status: on track</p>	<p>Many EU delegations reported in the 2012 GAP implementation report to have used the Non-State-Actors programme to promote gender equality programmes and policies. 45 Delegations report to already have at least a sporadic dialogue with civil society and non-state actors in general on gender equality. Many of them have a regular relationship with theme even if it is not always established as a gender policy forum.</p> <p>A call for proposals was launched in 2012 focusing on "Strengthening protection and promotion of women's rights and women's social and economic empowerment" with the overall objective of promoting women's social and economic empowerment and rights. At the end of the selection procedure, 42 projects were funded (out of over 1800 concept notes submitted) for a total budget of 30 million of euro.</p>	2010-2015	2010-2012	
DEVCO	<p>Monitor and report: Regularly reporting on gender equality in the Annual Report on EU's Development and External Assistance;</p> <p>Improving the gender analysis in the existing Result Monitoring Reports;</p> <p>Improving the use of the Gender Policy Marker and Continue working on gender sensitive performance indicators.</p> <p>Status: on track</p>	<p>The Annual Management report prepared by EU Delegations and the Result oriented Monitoring (ROM) system contain a chapter on gender equality implementation, but the most important reporting instrument is the above mentioned annual implementation report of the EU Action plan on Gender Equality 2010-15. Two reports have been submitted to the Council covering respectively mid-2010 to mid-2011 and mid-2011 to mid-2012. They are available on line.</p> <p>Specific trainings on gender have been provided for ROMs and have resulted in improving the focus on gender in these reports.</p> <p>Guidelines and trainings have been developed in order to increase and to improve the resulting of the gender users.</p>	2010-2015	2010-2012	

DEVCO	<p>Build capacity of the EU development staff on gender</p> <p>Mainstreaming gender in existing methodological training and guidelines.</p> <p>Continue developing gender on-line training for EU development staff.</p> <p>Developing gender equality training in Train4DEV.</p> <p>Develop an EU Toolkit with core know-how on gender equality and development.</p> <p>Strengthening the capacity of the Gender Focal Persons in the EU Delegations through training and exchange of information.</p> <p>Status: on track</p>	<p><b>Gender Advisory Service 2011-2012</b></p> <p><u>Gender modules:</u></p> <ul style="list-style-type: none"> <li>- Gender, Peace and Security.</li> <li>- Gender dimensions in water and sanitation.</li> <li>- Promoting gender equality in the private sector.</li> <li>- Gender Justice and Democratization.</li> <li>- Training on Mainstreaming Gender Equality in EU Development Cooperation in Ethiopia" (October 2012).</li> </ul> <p><u>Gender on-line courses:</u></p> <ol style="list-style-type: none"> <li>1. Basic training on Gender and Development (12 participants).</li> <li>2. Basic tools and strategies for gender mainstreaming (13 participants).</li> <li>3. Gender mainstreaming through the project approach (13 participants).</li> </ol>	2010-2015	2011-2012	
-------	---	---	-----------	-----------	--

DEVCO/EEAS	<p>Continue partnership with the UN on advancing gender equality in the MDGs and aid effectiveness.</p> <p>Status: on track</p>	<p>A <u>Memorandum of Understanding</u> was signed in April 2012 between the EU and UN Women<sup>62</sup>. The Memorandum reaffirms the partnership between the two organizations to support gender equality and women's empowerment around the world and ensures closer collaboration, sharing information, expertise and analysis in order to effectively advance women's rights.</p> <p>A series of projects in partnership with UN have been promoted:</p> <p><u>FGM project with UNIFEM</u>. Through a joint project on the abandonment of social norms harmful to girls and women, UNICEF and the EU have supported families, communities and countries to end female genital mutilation/cutting and child marriage. With EU and other international support, Senegal is close to becoming the first country in the world to declare total abandonment of FGM/C.</p> <p><u>Increasing Accountability in Financing for Gender Equality (FfGE)</u>, (2011-2012). The initiative aims at increasing the volume and effective use of aid and domestic resources to implement national commitments to gender equality and women's empowerment. This will be pursued through 1) capacity building of government, civil society, and donors in identifying financing and implementation gaps on gender equality and in aligning resource allocation to existing commitments 2) national and global advocacy and multi-stakeholders' dialogue.</p> <p>The programme covered 15 countries: Ethiopia, Haiti, Honduras, Jordan, Kyrgyzstan, Nicaragua, OPT, Senegal, Ukraine, Bolivia, Rwanda, Nepal, Peru, Tanzania, and Cameroon.</p> <p><u>Women Connect across Conflicts: Building Accountability for Implementation of United Nations Security Resolutions 1325, 1820, 1888, 1889</u>, (2011-2012). This cross-regional programme aims to enhance the capacity of women's human rights activists and gender-equality advocates and their networks to effectively and meaningfully engage in, influence, and mobilize for dialogues on security and peace issues at various levels nationally and regionally in South Asia (Pakistan and Afghanistan), the South Caucasus (Georgia, Armenia, Azerbaijan) and Central Asia/Fergana Valley (Tajikistan, Uzbekistan and Kyrgyzstan).</p>	2010-2015	2010-2012	
<b><i>Further integrate gender considerations into EU humanitarian aid.</i></b>					

<sup>62</sup> [http://ec.europa.eu/justice/gender-equality/document/index\\_en.htm#h2-4](http://ec.europa.eu/justice/gender-equality/document/index_en.htm#h2-4)

ECHO	<p>Clarify and encourage in the humanitarian aid, notably:</p> <p>the use of gender analysis and the collection of gender disaggregated data;</p> <p>gender integration in the main sectors of humanitarian aid (protection, shelter, food assistance, health, water, sanitation and hygiene);</p> <p>the development and incorporation of specific strategies to prevent and respond to gender-based violence (including sexual exploitation and abuse);</p> <p>the implementation of gender-targeted activities or projects whenever relevant (according to specific entry and exit strategies);</p> <p>the capacity building of humanitarian partners for further integrating gender considerations in their projects, for addressing gender-based violence (including sexual exploitation and abuse) and for developing global initiatives and tools on gender and gender-based violence that can benefit the humanitarian community.</p> <p>Status: on track</p>	<p>Gender disaggregated data is requested for all projects, at final report stage. There is, however, still room for improvement in terms of the provision of such data by partners.</p> <p>Efforts to integrate gender in the main humanitarian sectors are on-going. Recently endorsed sectorial policies include references to gender (e.g. SWD(2012)277final on Humanitarian Wash Policy).</p> <p>In 2011 and 2012, humanitarian assistance projects aimed at prevent/responding to sexual and other forms of gender-based violence (SGBV) were funded in various countries, including in the DRC, Ethiopia, Haiti, India, Jordan, Libya, and South Sudan.</p> <p>Humanitarian assistance supported by the European Commission in 2011 and 2012 included numerous gender-targeted activities/components, namely in the fields of protection, psychological support, health, nutrition, livelihoods support and support to women refugees/IDPs and women with disabilities, etc.</p> <p>In 2010/11, the Commission supported a project that increased the capacity of humanitarian staff to effectively manage and coordinate inter-agency, multi-sectorial SGBV programmes, in various countries (contribution from DG ECHO: 1.5 M).</p> <p>In 2012/13, a global project aimed at strengthening capacity for effective and timely support to large scale emergencies and humanitarian capacity development in the GBV Area of Responsibility of the humanitarian coordination clusters is currently being funded, with a focus on increasing surge response capacity.</p>	2011-2015	2011-2012	
<b><i>Other external actions and cooperation with international organisation</i></b>					

RTD	<p>Analysis of the situation of women in science in the MED region, taking into account cultural diversities and traditions, and how the Mediterranean Partner Countries are addressing this issue. Call published in 2010 – contract 2011 – results not before 2013.</p> <p>Status: on track</p>	<p>Call for proposals published in 2010 – the SHEMERA project started in 2011 with a budget of 2.4 M € – results will be available in 2013/2014.</p>	2010-2013	2010-2012	
RTD	<p>Cooperate with UNESCO and developed countries – USA, Canada and Australia – to learn how to better implement gender aware research management and empower women in science.</p> <p>Status: on track</p>	<p>- USA experts were involved in the expert group on Structural change in research institutions - report at :  <a href="http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf">http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf</a></p> <p>- USA and Canadian experts were involved in the expert group on Gendered Innovations (report in 2013).</p>	2011-2013	2011-2012	
JUST/EEAS	<p>UN Commission on the Status of Women.</p> <p>Status: new and on track</p>	<p>The priority theme of the 55<sup>th</sup> session (2011) chosen by the United Nations Commission on the Status of Women (CSW) was "Access and participation of women and girls to education, training, science and technology, including for the promotion of women's equal access to full employment and decent work" and conclusions<sup>63</sup> were agreed that reflect the EU gender equality acquis.</p> <p>The 56<sup>th</sup> session of the Commission on the Status of Women (CSW) took place in February 2012. The priority theme in 2012 was the empowerment of rural women and their role in poverty and hunger eradication, sustainable development and current challenges. The session was characterised by difficult discussions and did not reach agreement on the main output, the CSW agreed conclusions.</p> <p>In 2012, the EU started early preparations for the 57th session of the CSW in 2013 where the priority theme is 'Elimination and prevention of all forms of violence against women and girls'.</p>		2011-2012 (NEW)	

<sup>63</sup>

Available at: [http://www.un.org/womenwatch/daw/csw/csw55/agreed\\_conclusions/AC\\_CS55\\_E.pdf](http://www.un.org/womenwatch/daw/csw/csw55/agreed_conclusions/AC_CS55_E.pdf).

## 6.HORIZONTAL ISSUES

DG	Actions	Implementation 2010-2012	Action was planned for <sup>64</sup>	Action was carried out in	Action was re-scheduled and now planned for
<i>Address the role of men in gender equality; promote good practice on gender roles in youth, education, culture and sport.</i>					
JUST	Study the role of men regarding gender equality. Status: completed	In 2010, the Commission commissioned a study on the role of men in gender equality. This study provides specific and in-depth knowledge of the role and position of men in gender equality issues, concretely in the fields of education, employment, reconciliation policies, violence and health. Its findings represent key elements for policy makers to design more accurate policies in these areas. The summary, conclusions and results were presented in a conference on 14 September 2012 in Brussels. The study will be published in the Commission's gender equality website in 2013.	2011-2012	2010-2012	
EAC	Prepare and propose the Youth on the Move initiative and the new generation of EU education programmes 2014-2020 under the umbrella of this initiative. Status: completed	The Communication "Youth on the Move" (COM (2010) 477 final) was adopted in 2010.  In November 2011, the Commission proposed 'Erasmus+', the new programme for education, training, youth and sport.	2011	2010-2011	

<sup>64</sup> See Staff Working Document from September 2010



EAC	Issue a proposal for a Council Recommendation on Early School Leaving addressing inter alia the issue of the higher drop-out rate among boys. Status: completed	The Recommendation was adopted in June 2011 (COM (2011) 19 final).	2010	2011	
EAC	Promote gender equality under the new EU Programme on Sport. Status: on track	In 2011 the Commission proposed 'Erasmus +', the new programme for education, training, youth and sport.	2010-2015	2010-2012	
<b><i>Monitor the correct implementation of EU equal treatment laws with a particular focus on Directives 2004/113/EC and 2006/54/EC. Monitor the extent to which gender has been taken into account in applying the non-discrimination directives.</i></b>					
JUST	Present guidelines on the application of Directive 2004/113/EC to insurance, in the light of the judgment of the Court of Justice of the EU in case C-236/09 ( <i>Test-Achats</i> ) and present a report on Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services. Status: completed and on track	The Guidelines on the application of Council Directive 2004/113/EC to insurance, in the light of the judgment of the Court of Justice of the European Union in Case C-236/09 ( <i>Test-Achats</i> ) were adopted on the 21/12/2011 and published in the OJ 13/1/2012. The report will follow in 2014, taking into account the implementation of the guidelines.	2011	2011	

JUST	<p>In line with the jurisprudence of the European Court of Justice on gender identity and gender discrimination, the Commission will pay particular attention to this aspect in the overall monitoring of the implementation of the relevant Directives and notably in the reporting on the application of Directive 2004/113/EC on equal treatment between men and women in the access to and supply of goods and services.</p> <p>Status: completed</p>	<p>A Forum was organised on June 2011 concerning all the different aspects with the participation of important stakeholders, with view of debating and exchanging ideas on the implementation of the Directive and the <i>Test-Achats</i> judgement.</p> <p>The Commission has checked whether all Member States had correctly notified national transposition measures for this Directive and has taken action against those Member States who did not fully transpose the provisions of this Directive into national law. In 2011, the Commission finalised its compliance check of the national transposition laws and has taken action against those Member States who did not correctly transpose the provisions of this Directive into national law.</p>	2011	2011-2012	
JUST	<p>Review of the operation of Directive 2006/54/EC as required by its Art. 32 and present a report on application of Directive.</p> <p>Status: on track</p>	<p>The Commission has checked whether all Member States had correctly notified national transposition measures for this Directive and has taken action against those Member States who did not fully transpose the provisions of this Directive into national law. In 2012, the Commission started its compliance check of the national transposition laws and has taken action against those Member States who did not correctly transpose the provisions of this Directive into national law. The Commission launched a study on the gender pay gap and possible options to address this. This study will feed into the report on the implementation of the Recast Directive and the review of the Directive which is scheduled for adoption in 2013.</p>	2013	2012-2013	

JUST	<p>Report on the implementation of Directive 2000/43/EC on equal treatment between persons irrespective of racial or ethnic origin as well as Directive 2000/78/EC on equal treatment in employment and occupation, pay particular attention to the way Member States have addressed multiple discrimination and gender mainstreaming according to the specific provisions on this in the two acts.</p> <p>Status: rescheduled</p>	<p>(2) Justification: The Joint Implementation Report on the two anti-discrimination Directives 2000/43 and 2000/78/EC is scheduled for adoption 2013. The last implementation report of Directive 2000/78/EC was adopted in 2008. Due to the same regulatory approach and identical content of many provisions in the two anti-discrimination directives as well as common transposition in many Member States, the Commission has now opted to report jointly on these two directives.</p>	2012		2013
JUST	<p>Assess the impact of the "Coleman case" C-303/06 (discrimination the grounds of disability by association) in the implementation of Directive 2000/78/EC.</p> <p>Status: completed</p>	<p>No specific follow up was necessary concerning discrimination by association, established for the first time in 2007 after the <i>Coleman</i> judgement on discrimination on grounds of disability.</p>	2010	2010-2011	
JUST	<p>Promote better knowledge of gender dimension in disability policy.</p> <p>Status: on track</p>	<p>DG JUST has included the gender dimension in policy documents and discussions where appropriate.</p>	2010-2015	2010-2012	

<b>Promote full implementation of the Beijing Platform for Action (BPfA) including the development and updating of indicators, with the support of the European Institute for Gender Equality.</b>				
ALL	<p>Support MS and third countries in the implementation of gender mainstreaming and gender budgeting.</p> <p>Status: on track</p>	<p>A call for proposals on improving gender mainstreaming in national policies and programmes in the framework of PROGRESS programme was run in 2010. 13 projects were supported. Their main objectives were:</p> <ul style="list-style-type: none"> <li>to raise awareness within public administration through seminars and workshops and at a wider audience through conferences.</li> <li>to increase knowledge through gender mainstreaming training for civil servants of every level and training of the trainers.</li> <li>to develop the necessary methods and tools for gender mainstreaming, through the creation of gender mainstreaming guides and initiative/good practice guides; online tools ; database, e-learning tools or simulation tool for measuring impacts, check lists, sets of measures and indicators and coaching or mentoring.</li> <li>to implement a permanent unit, governmental groups or of special mechanisms (integration of training modules in the training offer of the Ministry) enables more long terms outcomes.</li> </ul> <p>A seminar on gender budgeting in the ESF was carried out through a ESF transnational project in order to exchange on good practices, opportunities and obstacles of gender budgeting in the ESF.</p>	2010-2015	2010-2012

ESTAT/JUST	<p>Develop comparable data at EU level on gender-relevant matters and statistics broken down by sex.</p> <p>Status: on track</p>	<p>Eurostat continued to further develop comparable data at EU level on gender-relevant matters and statistics broken down by sex. Most social and employment statistics are already broken down by sex. To further develop comparable data, the EC supported the in-depth analysis of the ad-hoc module on reconciliation of the Labour Force Survey.</p> <p>The LFS with its ad hoc modules is an important source of data on gender relevant matters. In 2011, the LFS ad hoc module on employment of disabled people was conducted. Data are being validated and should be available in 2012. In 2012, the LFS ad hoc module on transition from work into retirement was carried out. Data are being validated and should be available in 2013/2014. In 2012, Eurostat published data from the 2009 LFS ad hoc module on entry of young people into the labour market.</p> <p>In 2011, the European Commission (Eurostat) made a proposal for a regulation of the European Parliament and of the Council on European statistics on safety from crime. The purpose of this regulation was to establish a framework for the development, production and dissemination of comparable EU statistics on safety from crime based on a survey of households/persons. The survey was to include the module on violence against women. The Commission's proposal was approved by the Council in December 2011 and rejected by the European Parliament in December 2012. The Commission has not considered yet whether to withdraw the proposal. A decision of the Commission will be based on the Council's reaction to the European Parliament's rejection of the regulation and so far the Council did not react.</p> <p>A dedicated section on gender indicators was created on the Eurostat website.</p> <p>In 2011, a memorandum of understanding was signed between Eurostat and the EIGE on gender statistics.</p>	2010-2015	2010-2012	
JUST/CNECT/ENV	<p>Develop indicators in the remaining critical areas of the BPfA (environment and media) in cooperation with MS.</p> <p>Status: on track</p>	<p>In the framework of the EU follow-up of the BPfA, indicators on the critical area of concern of women and the environment were developed during the Danish Presidency of the European Union and presented in Council conclusions. These indicators were based on a report on the same issue prepared by EIGE.</p>	2011-2015	2012	

JUST	<p>Monitor and regularly report on the situation in the MS and the EU including on the agreed common indicators and on the BPfA, through the improvement of the collection, publication and analysis of statistics with a gender dimension.</p> <p>Status: on track</p>	<p>The EU focused on monitoring progress on reconciliation between work and family life (2011) and on Violence against Women and Victims' support (2012), in the framework of the EU follow-up of the BPfA. Reports on this issue were prepared by EIGE and Council conclusions were adopted. The results of this monitoring activity were also used by the Commission in its annual Progress report on equality between women and men. Moreover, the outputs of the monitoring of violence against women were used in the preparation of the EU position paper for the 57<sup>th</sup> session of the United Nation Commission on the Status of women dedicated to VAW.</p>	2011-2015	2011-2012	
JUST/ESTAT	<p>Ensure availability of data broken-down by sex in the collection of data related to disability statistics in relation to employment and social participation.</p> <p>Status: on track</p>	<p>Eurostat, in close collaboration with DG JUST, decided to jointly fund an independent survey that would be conducted in all EU Member States, Iceland and Norway. Eurostat launched a call for tender in 2011 with 30 lots: one lot for the data collection of each Member States, Norway and Iceland plus one lot for coordination. This call for tenders was not successful for all countries, and a second call for tenders covering 12 countries had to be launched at the end of 2011. Now all contractors are in place and fieldwork is either on-going or finished. All micro-data files should be available in Eurostat by the end of 2013. First results – both aggregated results and microdata files - are expected to be disseminated in the first semester of 2014.</p>	2010-2015	2010-2012	
<b><i>Present an Annual Report on progress on gender equality, especially in the areas covered by this strategy, ahead of a top-level Gender Equality Dialogue between the Parliament, Commission, Member States and key stakeholders.</i></b>					
JUST	<p>Annual Report on progress on gender equality, especially in the areas covered by this strategy.</p> <p>Status: on track</p>	<p>The Reports on Progress on Equality between women and men in 2010 (SEC (2011)193) and 2011 (SWD (2012) 85 final) were published.</p>	2010-2015	2010-2012	

JUST	<p>Reinforce EU level cooperation with gender equality Ministers, with an active involvement of the HLG on gender mainstreaming and the Trio Presidency in the definition and implementation of gender equality policies.</p> <p>Status: on track</p>	<p>In 2011 the cooperation with the Member States for the promotion of gender equality was reinforced. The Member States answered the renewed commitment by the Commission with its Strategy for equality between women and men, 2010-2015 with the adoption of a new European Pact for gender equality, 2011-2020. In 2011 and 2012, the Commission prepared the work of and chaired the bi-annual meetings of the HLG on gender mainstreaming. Thus, the group continued to play an active role in the strategic planning of the gender equality activity, in particular in connection with the implementation of the gender equality declaration of the Trio of Presidencies signed by the gender equality ministers of Poland, Denmark and Cyprus and detailing the main policy lines and activities of the three presidencies. An informal meeting of gender equality and family ministers was organised by the Polish Presidency of the EU at the margin of a EU conference on reconciliation between work and family life. Gender equality was also at the hearth of the policy debate organised in February 2012 in the Council of the EU (EPSCO) on women and decision making.</p>	2010-2015	2010-2012	
JUST	<p>Top-level Gender Equality Dialogue between the Parliament, Commission, Member States and key stakeholders.</p> <p>Status: rescheduled</p>	<p>Justification: It was decided to carry out this action in the period 2010-2012 in the framework of other existing fora and in particular Presidency conferences where cooperation between Parliament, Commission, Member States and key stakeholders could be strengthened.</p>	2010-2015		2013-2015

EMPL/JUST	<p>Cooperate with EU Social Partners and civil society to enhance policy dialogue, notably through EU funding and exchange of experiences.</p> <p>Status: on track</p>	<p>(1) Under the industrial relations and social dialogue budget heading (04.03.03.01), between 2010 and 2012 the Commission (DG EMPL) awarded 15 grants with a total volume of EUR 2,4 million for measures addressing equality between women and men. Beneficiaries included European and national social partner organisations.</p> <p>(2) Under the budget heading for information and training measures for workers' organisations (04.03.03.02), between 2010 and 2012 the Commission (DG EMPL) awarded 5 grants with a total volume of EUR 700 000 for measures addressing equality between women and men. Beneficiaries were social partner organisations representing workers.</p> <p>(3) In 2012 the Commission, through the Employment Package, proposed a stronger involvement of the EU and national social partners in the European Semester.</p> <p>(4) As part of the work programme 2012-2014 for their autonomous social dialogue, the European social partners have agreed that further action is needed to address remaining inequalities between women and men including the gender pay gap. To meet this end, social partners will continue to act and will build on successful experiences identified at enterprise level, such as a toolkit to help the setting up of measures.</p> <p>(5) DG Justice organised the conference 'Equality between Women and Men' in September 2011 to which it invited social partners and civil society.</p> <p>(6) Between 2010 and 2012, DG Justice regularly invited EU-level Social Partners and civil society organisations to meetings of the Advisory Committee on equality between women and men.</p> <p>(7)</p>	2010-2015	2010-2012	
JUST	<p>Exchanges good practices between MS on key themes to contribute to a pool of ideas and expertise, and will bring closer collaboration.</p> <p>Status: on track</p>	<p>(8) Six seminars of exchange of good practice took place in 2011 and 2012 and were very-well received. In 2011 the themes were: 'Implementing gender mainstreaming', 'New forms of work' and 'Tackling the gender pay gap'. In 2012 the themes were: 'Awareness-raising on violence against women', 'Economic decision-making' and 'Gender Training in education'.</p>	2011-2015	2011-2012	



JUST	<p>Launch a Eurobarometer on gender equality in the EU to analyse citizens' perception and evolutions since 2009.</p> <p>Status: on track</p>		2014		
------	---	--	------	--	--

<i>Improve European Commission's institutional mechanisms</i>					
SG/ALL	DGs will be invited to set gender equality objectives in the Commission's yearly programming cycle and work programme. Status: on track	Gender equality objectives are mainstreamed into the Commission's Work Programme. This is reflected in different initiatives that are taken up in the Commission's legislative work programme and that are presented by the DGs.	2010-2015	2010-2012	
BUDG/ALL	The gender equality objectives would also where appropriate be translated into the EU-budget. The information ("specific objectives" and "result indicators" would where appropriate be presented by the Commission services in the activity statements justifying the Commission's budget proposal in accordance with the current practise. Status: on track	DG Budget has included in the annual Budget Circulars for 2012, 2013 and 2014 a specific instruction to DGs as to how to reflect, where appropriate, gender equality specific objectives and indicators in the justification of their budgetary requests (Activity Statements, which will be replaced by Programme Statements as from Draft Budget 2014). Training courses have also given indication to that end. As a result, performance-related information on gender has been included in the relevant annual Activity Statements. These objectives are generally accompanied by relevant indicators, milestones, targets and outputs. Information on major achievements and evaluation results is provided too. This performance information has been used by the Commission to justify the appropriations under the relevant policy areas.	2010-2015	2010-2012	

ALL	<p>DGs will assess the impact on gender equality as part of the social impacts of their proposals and evaluate the results achieved in their evaluation.</p> <p>Status: on track</p>	<p>Gender equality issues are identified in the Commission's Impact Assessment Guidelines notably under the assessment of social impacts. In particular under the heading 'Gender equality, equality treatment and opportunities, non-discrimination' the Guidelines identify a number of questions that should be considered. Furthermore, in terms of impacts, the Guidelines indicate that Commission services should always identify who is affected by the impacts and when. Options that would be beneficial for society as a whole may have positive and negative impacts that are spread unevenly across society and over time. The Guidelines therefore suggest that Commission services should consider distributional impacts such as impacts on existing inequalities. For example, differences between male and female lifestyles may mean that a proposal which appears to be neutral as regards gender equality will in practice have different impacts on men and women.</p> <p>Issues relating to gender may also arise under other headings covered in the Guidelines such as Fundamental Rights, particularly Article 23 on gender equality. Also, under the 'Health &amp; Safety' heading it is recognised that there may be specific effects on particular risk groups (determined by age, gender, disability, social group, mobility, region, etc.).</p> <p>The IAB checks the compliance of Commission IAs with the Guidelines. More than 50% of Impact Assessment Board opinions contain comments on social impacts. While the general trends in the nature of the IAB's comments are monitored, there is no specific tracking of the frequency or nature of gender equality issues in IAs.</p> <p>As far as evaluation is concerned, the practice of evaluation of impacts on gender equality varies across the Commission. In principle, there exist two different approaches to the assessment of the actual impacts on gender: (1) by conducting separate evaluations of the gender dimension of certain policy areas and/or separate policy instruments, (2) through an integration of the gender perspective in the regular sector specific evaluations. When planning the scope and focus of such evaluations the potential gender sensitiveness of the selected policy area/instrument is taken into consideration. Evaluations' costs/proportionality are also taken into account when deciding about the scope of an evaluation. As a result, for a majority of evaluations carried out within the Commission the integration of the gender perspective into the regular evaluation applies.</p>	2010-2015	2010-2012	
-----	--	--	-----------	-----------	--

HR/JUST	Training courses on gender mainstreaming i.e. how to integrate gender aspects in all policy areas covered by the Commission. Status: on track	Training on gender mainstreaming for policy officers was given 3 times each year between 2010 and 2012 by DG HR.	2010-2015	2010-2012	
HR	A new Equal Opportunity Strategy for the European Commission (2010-2014) will be adopted including representation targets for women in management positions. Status: completed	Adopted in December 2010.	2010	2010	
RTD	Specific training for project officers involved in research management will be conducted several times a year. Status: completed	This is done via the training offered to the EC staff through the use of the Toolkit for Gender in EU Research. The 127 participants trained during the eight training sessions organised in 2010 and 2011 cover: RTD, CNET, DEV, EAC, ENER, ENTR, ENV, JRC, MARE, MOVE, ARTEMIS, Clean Sky, ENIAC, ERC, FCH, IMI and REA.	2010-2011	2010-2011	
AIDCO	Specific training for project officers involved in external policies will take place on a regular basis. Status: on track	See above – carried out by DEVCO.	2010-2015	2010-2012	
ENV	Promote gender equality through awareness raising/training within DG Environment. Status: rescheduled	Justification: More time for preparing these activities is necessary.	2010-2015		2013-2015

Annex 2 to the Commission Staff Working Document on the mid-term review of the Strategy for equality between women and men (2010-2015):  
 Actions to be implemented between 2013 and 2015 listed by priority area

### 1. Equal economic independence

DG	Actions 2013-2015 <sup>65</sup>		Action is planned for
<i>Support the promotion of gender equality in the implementation of all aspects and flagship initiatives of the Europe 2020 strategy, especially as regards definition and implementation of relevant national measures, technical support as well as through the Structural Funds (Structural and Investment Funds in the next programming period) and other major funding programmes such as the 7<sup>th</sup> framework Programme for Research. It will closely monitor the national policies adopted to improve gender equality in the labour market and boost social inclusion of women.</i>			
<i>Employment/ labour market</i>			
EMPL/JUST	Monitor the gender dimension of MS's employment policies to assess progress in the employment rate of women and propose, when necessary, country-specific recommendations to MS.		2013-2015
EMPL/JUST	Monitor closely, in the context of the Employment Guidelines and the evaluation of national employment policies implemented to attain the Europe 2020 objectives, the national policies adopted to improve gender equality in the labour market and boost the social inclusion of women. (Employment Guideline 7).		2013-2015

<sup>65</sup> All the proposals for action set out will be subject to the Commission's usual procedures for preparation of the decision-making process and to compatibility with the 2013 authorised budget and the multiannual financial framework 2014-2020

EMPL/JUST	Promote gender equality in employment related initiatives, particularly the initiatives taken to accompany the transition towards a greener economy, to ensure new skills for new jobs, flexicurity, youth employment, and those taken to respond to the current economic and financial crisis.		2013-2015
EMPL/EAC	Encourage, in the evaluation of national measures implemented to attain the Europe 2020 objectives, measures which contribute to promoting further opportunities for training, skills and professional experience of women, and this also in the scientific, mathematical and technology fields (Employment Guideline 8).		2013-2015
<i>Poverty, social exclusion and pension</i>			
EMPL/JUST	Promote gender equality in the Platform against Poverty and related initiatives, notably on active inclusion, and follow-up the gender equality aspects of the White Paper on pensions adopted in 2012.		2013-2015
EMPL/JUST	Develop a methodology for the calculation of the gender pension gap with the help of the Commission's network of gender equality experts.		2013 (new)
EMPL/JUST	Follow up the gender equality aspects of the Social Investment package and its Recommendation on Investing in children – breaking the cycle of disadvantage.		2013-2015 (new)

EMPL	Encourage, in the evaluation of national measures implemented to attain the Europe 2020 objectives, measures which contribute to protect women from the risk of exclusion, ensuring income security for one-parent families, elderly women and men (Employment Guideline 10).		2013-2015
JUST/EMP	Follow up the gender equality aspects of the Council Recommendation and Communication on Roma inclusion planned for the first half of 2013.		2013-2015 (new)
<i>Youth and Education</i>			
EAC	Promote gender equality in education and training related initiatives particularly the initiatives taken to alleviate gender imbalances in literacy, to tackle early school leaving, to promote women adult learning and scientific career choices and the initiatives taken to improve media literacy (cf. reduce the 'digital gap' as mentioned in the Europe 2020 'Digital Agenda').		2013-2015
<i>Promote gender equality in European funds</i>			
EMPL/REGIO/	Promote gender equality in the preparations of the 2014-2020 cohesion policy programming period.		2013-2015 (new)

EMPL	ESF - support MS in implementing the operational programmes containing measures to increase the participation of women in the labour market, promote lifelong learning, reducing gender segregation in career selection and professions.		2013-2015
EMPL	EGF - Assess for each application to the European Globalisation Adjustment Fund (EGF) that the equal participation of women workers is being ensured, and include the impact of the EGF on gender equality in its Final/Annual Reports.		2013-2015
EMPL	PSCI Programme for social change and innovation (2014-2020) – Encourage gender equality mainstreaming into the objectives and activities supported by the programme.		2014-2015 (new)
AGRI	EAFRD - Promote equality between women and men and ensure that any discrimination is prevented during the various stages of programme implementation (design, implementation, monitoring and evaluation).		2013-2015
MARE	EFF/EMFF - Support MS in promoting gender equality during the implementation of the EFF programmes and in the preparation of the EMFF programmes, in particular, by promoting the role of women in the sustainable development of fisheries areas.		2013-2015
MARE	Create a pan-European network of women active in the fisheries sector and in coastal regions to improve the visibility of women in this sector and establish a platform for the exchange of best practices.		2013-2015



<b>Promote female entrepreneurship and self-employment</b>			
ENTR	<p>Continue the support to the promotion and encouragement of female entrepreneurship under the Competitiveness and Innovation Framework Programme (CIP) and the Programme for Competitiveness of enterprises and SMEs (COSME) and within the framework of the Small Business Act for Europe (SBA).</p> <p>Continue to raise awareness on female entrepreneurship and support women entrepreneurs via the creation of an e-platform for female entrepreneurship.</p> <p>European network to promote women's entrepreneurship (WES network) for policy level exchange of good practices.</p>		2013-2015
EMPL	ESF: support Member States in implementing the operational programmes containing measures for women entrepreneurship.		2013-2015
EMPL	EPMF – Assess the delivery of the European Progress Microfinance Facility in view to promote, in the form of micro-credit, access to finance for "vulnerable" persons (including women) and report on it in the Annual report.		2013-2015
REGIO	ERDF: support MS in implementing the operational programmes containing measures for women entrepreneurship and gender equality.		2013-2015

REGIO	Continue to exchange on gender mainstreaming in the Structural funds (ESI funds in the future) within the COCOF (Coordination Committee of the Funds, ESF and ERDF).		2013-2015
JUST	Monitor the transposition of the Directive on self-employed women and assisting spouses.		2013-2015
<b><i>Assess remaining gaps in entitlement to family-related leave, notably paternity leave and carers' leave, and the options for addressing them. Social partners will be consulted on further measures, under Article 154 TFEU. Report on the Member States' performance with regard to childcare facilities.</i></b>			
JUST	Assess remaining gaps in the entitlement to family-related leave, notably paternity leave and carers' leave, and the options for addressing them. The social partners will be consulted on further measures under Article 154 TFEU.		2013
JUST	Monitor the transposition of the Directive after the adoption of the legislative proposal on maternity protection and leave currently under negotiations in the EP and in Council.		2013-2015
JUST	Monitor the transposition of Directive 2010/18/EU implementing the revised European social partner agreement on parental leave.		2013-2015

EMPL	Maintain a website on Europa called European Platform for Investing in Children (EPIC), formerly referred to as European Alliance for Families. The aim of this website is to help the MSs with the implementation of the new Recommendation "Investing in children: breaking the cycle of disadvantage". The website contains among other things a policy data base with evidence based good practices in the area of parenting and child support measures.		2013-2014
JUST	Report on the Member States' performance with regard to childcare facilities.		2013-2015
JUST	Encourage co-responsibility in family and domestic tasks between women and men through EU awareness-raising on the role of men regarding gender equality.		2013-2015
EMPL	ESF: support MS in implementing the operational programmes containing measures for childcare policy.		2013-2015
EMPL/JUST	Work with Member States to further develop current indicators to better measure social gradients and obstacles in access to childcare.		2013-2015 (new)
REGIO	ERDF: support MS in implementing the operational programmes containing measures for childcare infrastructures.		2013-2015

REGIO	Continue to gather and exchange good practice on childcare and care for other dependants (e.g. elderly and/or disabled persons) in the framework of the HLG on gender mainstreaming in the structural funds.		2013-2015
<i>Promote gender equality in research and innovation</i>			
RTD	Monitoring the situation of women in science and research.		2013-2015
RTD	Promote and monitor gender equality in Horizon 2020 (balanced participation of women and men, gender dimension in research and innovation programs/ content, research on gender issues).		2014-2015 (new)
<i>Promote gender equality in all initiatives on immigration and integration of migrants</i>			
HOME	Promote gender equality in all initiatives on immigration and integration of migrants.		2013-2015

HOME	<p>Promote integration strategies and measures targeted and actively involving immigrant women, notably through the European Fund for the Integration of third-country nationals by:</p> <p>Promoting the improvement of the quality of services and structures in order to recognize and respond to the different needs of immigrants' groups, finding the right balance between targeted and general measures at different levels of government,</p> <p>Promoting the role of women in the process of integration, as well as that of their families and children,</p> <p>Enhancing information and prevention of discrimination against immigrant women and promote their autonomy in society,</p> <p>Supporting their training on employment opportunities and language knowledge, as well as knowledge of their rights and their participation in public life.</p>		2013-2015
EMPL	<p>Provide funding to projects aimed at the integration of migrant women via the ESF.</p>		2013-2015

## 2. Equal pay for equal work and work of equal value

DG	Actions 2013-2015		Action is planned for
<i>With the European social partners, and respecting the autonomy of the social dialogue, explore possible ways to improve the transparency of pay as well as the impact on equal pay of atypical arrangements such as part-time work and fixed-term contracts.</i>			
JUST	Study the social and economic impacts of different policy measures to tackle the gender pay gap.		2013
JUST	Explore, in close cooperation with the European Social Partners, possible options to improve the transparency of pay.		2013
EMPL /JUST	Review, in close cooperation with the European Social Partners, the impact of arrangements such as part-time work and fixed term contracts on equal pay, and the effectiveness of directives 97/81/EEC and 99/70/EC, implementing respectively the European social partner agreements on part-time work and on fixed-term contracts.		2013
JUST	Provide practical guidance on job evaluation and classification systems to address gender biases leading to pay inequalities.		2013 (new)

<b><i>Support equal pay initiatives at the workplace such as equality labels, 'charters' and awards, as well as the development of tools for employers to analyse the reasons for unjustified gender pay gaps. Institute a European Equal Pay Day to be held each year to increase awareness on how much longer women need to work than men to earn the same.</i></b>			
JUST	Organise a "European Equal Pay Day" each year to increase awareness on how much longer women need to work than men to earn the same.		2013-2015
JUST	Build on the 2010 study on initiatives to promote equality between women and men at the workplace, explore further support for equal pay initiatives by companies such as equality labels, "charters", and awards; support MS in the development of tools to analyse the reasons for unjustified gender pay gaps within companies.		2013-2015
EMPL/JUST	Encourage, in the evaluation of national measures implemented to attain the Europe 2020 objectives, measures which promote equal pay and improved work-life balance (Employment Guideline 7).		2013-2015
JUST	Support MS' activities on the development of tools to analyse the reasons for the existence of unjustified gender pay gaps within companies.		2013-2015

<i>Seek to encourage women to enter non-traditional professions, for example in "green" and innovative sectors.</i>			
EAC	Promote gender equality in the definition of the EU instruments for "Education and Training strategy for 2020" with the objective to ensure full participation in the knowledge-based economy including literacy aspects, monitor the representation of women in scientific and technological careers, support awareness raising on professional choices of young women and men to reduce vertical labour market segregation (more women in scientific and technical professions, more men in the classrooms).		2013-2015
EAC	Prepare a 2015 Joint Council-Commission progress report on the implementation of the Strategic Framework for European cooperation in education and training (ET2020).		2015
MOVE	Carry out the project 'Analysis of employment and skills issues in transport' studying the reasons for the low share of female employment in the transport sector.		2013-2015 (new)
RTD	Pursue the communication campaign, aiming at encouraging girls to study science and women to embrace a career in research. Increase awareness on stereotypes and obstacles to choices and careers of women in science and technology through an EU wide communication campaign.		2013-2015



<i>Participation of women in ICT</i>		
CNECT	<p>Disseminate results of a study on women active in the ICT sector, including statistics, case studies and career paths of female ICT professionals.</p> <p>Organise a stakeholder workshop on women in ICT taking stock of achievements and proposing a way forward.</p> <p>Facilitate stakeholder dialogue on women in ICT in the framework of the forthcoming multi-stakeholder platform on Corporate Social Responsibility in the ICT sector.</p>	2013-2015

### 3. EQUALITY IN DECISION-MAKING

DG	Actions 2013-2015	Action is planned for
<i>Consider targeted initiatives to improve the gender balance in decision making</i>		
JUST	<p>Work towards adoption of the proposal for a Directive on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures currently under discussion in the EP and the Council and monitor transposition in the Member States once adopted.</p>	2013-2015

JUST	Support the collection, analysis and dissemination of comparable data on gender balance in decision making at EU level, i.a. through its database on women and men in decision-making and regular reporting.		2010-2015
JUST	Support Member states and other stakeholders in their efforts to promote gender equality in economic decision making and to address the gender pay gap (calls for proposals).		2013-2015 (new)
MARKT	Propose a specific initiative in the field of corporate governance.		2013
<b><i>Monitor the 25 % target for women in top level decision-making positions in research</i></b>			
RTD	Monitoring women representation in top level decision-making positions in public research.		2013-2015
<b><i>Monitor progress towards the aim of 40% of members of one sex in committees and expert groups established by the Commission</i></b>			
ALL	Work towards achievement of targets for gender balance set for European Commission's committees and expert groups (Decision 2000/407/EC).		2013-2015
RTD	Ensure 40% of the under-represented sex in panels, groups and committees under Horizon 2020.		2014-2015

<b><i>Support efforts to promote greater participation by women in European Parliament elections including as candidates</i></b>			
COMM/JUST	Encourage participation of women in elections (in particular 2014 EP election) and especially as candidates via the Programmes "Fundamental Rights and Citizenship" and "Europe for Citizens".		2013-2014
<b><i>Monitor progress of representation targets for women in management posts and AD category in the Commission</i></b>			
HR/ALL	Report on achievement of targets for gender balance set at the Commission level (for senior management posts and category AD) and at DG level (for middle management posts).		2015

#### **4. DIGNITY, INTEGRITY AND AN END TO GENDER-BASED VIOLENCE**

DG	<b>Actions 2013-2015</b>		Action is planned for
<b><i>Adopt an EU-wide strategy on combating violence against women that will aim, for instance, at eradicating female genital mutilation using all appropriate instruments, including criminal law, within the limits of the EU's powers, supported by a Europe-wide awareness-raising campaign on violence against women</i></b>			
JUST	Launch a Europe-wide awareness-raising campaign on gender-based violence.		2013-2015

JUST	Support projects and NGOs to their efforts to eradicate gender based violence (DAPHNE III 2007-2013).		2013-2015
JUST	Monitor transposition of new legislation on victims' rights.		2013-2015 (new)
JUST	Adopt new EU action to end female genital mutilation.		2013-2014 (new)
HOME	Develop knowledge on the gender dimensions of trafficking in human beings.		2013-2014 (new)
JUST	Exchange information and best practice on MS actions to combat exploitation, violence and abuse against women with disabilities through the Disability High Level Group.		2013-2015
<b><i>Ensure that the EU asylum legislation takes into account gender equality considerations; promote gender-specific training and best practices within the European Asylum Support Office as well as via funding by the European Refugee Fund.</i></b>			
HOME	Ensure that the EU asylum legislation takes into account gender equality considerations; promote gender-specific training and best practices within the European Asylum Support Office as well as via funding by the European Refugee Fund.		2013-2015

<i>Consider gender issues in health policies – draw up a men's health report, following the 2010 Women's Health report.</i>			
SANCO	Awareness raising seminars on Women's Health.		2014-2015
SANCO	Promote health and gender impact assessment of policies and programmes.		2013-2015
SANCO	Collect exchange and disseminate good practices on gender specific health policies and practices with MS and other stakeholders.		2013-2015
SANCO	Promote gender mainstreaming in health policies in line with the EU's Health Strategy and initiatives linked to the health strand of the social OMC, as well as the 2009 Communication on Health Inequalities, notably in the EU quality framework for social and health services, HIV/AIDS, tobacco and cancer.		2013-2015
SANCO/EMPL	Review ongoing activities in the field of active, healthy and dignified ageing, and if appropriate, come forward with an action plan for further activities.		2013-2015
EMPL	Take due account of gender aspects in the forthcoming EU Strategy on Health and Safety at Work (2013-2020).		2013

EMPL	Take account of the gender aspects in the preparatory work for a possible review of Directive 2004/37/EC on carcinogens and mutagens.		2014
Cyber-stalking, cyber-harassment and cyber-violence			
JRC	In view of the pervasiveness of on-line activities, knowledge about gender-dimensions of cyber-stalking, cyber-harassments and all forms of cyber-violence should be developed from a policy perspective, encompassing proposals for actions at social, awareness-raising and technological levels.		2013-2015 (new)

#### 5. GENDER EQUALITY IN EXTERNAL ACTIONS

DG	<b>Actions 2013-2015</b>		Action is planned for
<i>Monitor and support adherence to the Copenhagen criteria for accession to the EU in the field of equal treatment between women and men</i>			
ELARG	Monitor and support adherence to the Copenhagen criteria for accession to the EU in the field of equal treatment between women and men, and assist Western Balkans countries and Turkey with the transposition and enforcement of legislation and the necessary establishment of adequate administrative and judicial systems.		2013-2015

EMPL	Monitor the inclusion of gender equality and women's rights as a cross cutting theme in the EC financial assistance to candidate and potential candidate countries, under the Instrument for Pre-accession Assistance (IPA).		2013-2015
EMPL	Promote policies for reducing gender imbalances on the labour market and with regard to social inclusion and social protection in enlargement countries through the policy dialogue for employment and social reform programmes under the EU enlargement strategy.		2013-2015 (new)
<b><i>External relation and development policies – Implement the EU Plan of Action on Gender Equality and Women's Empowerment in Development. Continue to encourage ENP partner countries to promote gender equality through regular policy dialogue, exchange of experience and by exploring possibilities for assistance under the European Neighbourhood and Partnership Instrument.</i></b>			
DEVCO/EAS	Continue to contribute to the implementation of the EU Guidelines on violence against women and girls and combating all forms of discrimination against them.		2013-2015

DEVCO/EEAS	Continue to contribute to the implementation of the EU Comprehensive Approach to the EU implementation of the UN Security Council Resolutions 1325 and 1820 on Women, Peace and Security. In addition, monitor the implementation of the Comprehensive Approach through the use of dedicated indicators and the regular preparation of a progress report.		2013-2015
DEVCO/EEA	Continue to mainstream women's rights in EU electoral observation missions and assistance.		2013-2015
EEAS/DEV	Implementation of action 20 of the Action Plan on Human Rights and Democracy under the Strategic Framework.		2013-2014 (new)
DEVCO	Implement the Plan of Action on Gender Equality and Women's Empowerment in Development (2010-2015).		2013-2015
EEAS/DEVCO	Continue to encourage European Neighbourhood Policy partner countries to promote gender equality through regular policy dialogue, exchange of experience and by exploring possibilities for assistance under the European Neighbourhood and Partnership Instrument.		2013-2015



EEAS/DEV	Support policy and political dialogue with partner countries on gender, gender mainstreaming and specific actions.		2013-2015
DEVCO	Support civil society organisations working on women's rights- call for proposals with a focus on economic empowerment of women.		2013-2015
DEVCO	<p>Monitor and report:</p> <p>Regularly reporting on gender equality in the Annual Report on EU's Development and External Assistance;</p> <p>Improving the gender analysis in the existing Result Monitoring Reports;</p> <p>Improving the use of the Gender Policy Marker and Continue working on gender sensitive performance indicators.</p>		2013-2015

DEVCO	<p>Build capacity of the EU development staff on gender:</p> <p>Mainstreaming gender in existing methodological training and guidelines.</p> <p>Continue developing gender on-line training for EU development staff.</p> <p>Developing gender equality training in Train4DEV.</p> <p>Develop an EU Toolkit with core know-how on gender equality and development.</p> <p>Strengthening the capacity of the Gender Focal Persons in the EU Delegations through training and exchange of information.</p>		2013-2015
DEVCO/EE	<p>Continue partnership with the UN on advancing gender equality in the MDGs and aid effectiveness.</p>		2013-2015
DEVCO	<p>Support the implementation of the Commission's Communication on the post 2015 framework and the Sustainable Development Goals ("A Decent life for all" - COM(2013)92 – 27/2/2013).</p>		2013-2015

***Further integrate gender considerations into EU humanitarian aid.***

ECHO	<p>Clarify and encourage in the humanitarian aid, notably:</p> <ul style="list-style-type: none"> <li>the use of gender analysis and the collection of gender disaggregated data;</li> <li>gender integration in the main sectors of humanitarian aid (protection, shelter, food assistance, health, water, sanitation and hygiene);</li> <li>the development and incorporation of specific strategies to prevent and respond to gender-based violence (including sexual exploitation and abuse);</li> <li>the implementation of gender-targeted activities or projects whenever relevant (according to specific entry and exit strategies);</li> <li>the capacity building of humanitarian partners for further integrating gender considerations in their projects, for addressing gender-based violence (including sexual exploitation and abuse) and for developing global initiatives and tools on gender and gender-based violence that can benefit the humanitarian community.</li> </ul>	2013- 2015
------	--	------------

<i>Other external actions and cooperation with international organisation</i>			
RTD	Develop international dialogue on the promotion of gender equality in research and innovation.		2014-2015
JUST/EEAS	Promote gender equality at the global level through the UN Commission on the Status of Women.		2013-2015 (NEW)

#### 6. HORIZONTAL ISSUES

DG	<b>Actions 2013-2015</b>		Action is planned for
<i>Address the role of men in gender equality; promote good practice on gender roles in youth, education, culture and sport.</i>			
EAC	Promote gender equality under 'Erasmus+', the new programme for education, training, youth and sport.		2013-2015
RTD	Fund a training toolkit and courses for the scientific community and a wider public on Responsible Research & Innovation, including the promotion of gender equality.		2013
<i>Monitor the correct implementation of EU equal treatment laws with a particular focus on Directives 2004/113/EC and 2006/54/EC. Monitor the extent to which gender has been taken into account in applying the non-discrimination directives.</i>			

JUST	Present a report on Directive 2004/113/EC.		2014
JUST	Review of the application of Directive 2006/54/EC as required by its Art. 32 and present a report on the application of the Directive.		2013
JUST	Report on the implementation of Directive 2000/43/EC on equal treatment between persons irrespective of racial or ethnic origin as well as Directive 2000/78/EC on equal treatment in employment and occupation, pay particular attention to the way Member States have addressed multiple discrimination and gender mainstreaming according to the specific provisions on this in the two acts.		2013
JUST	Promote better knowledge of the gender equality acquis among legal practitioners, academics and judges.		2013-2015 (new)
JUST	Support the role of national equality bodies to promote gender equality at national level.		2014 (new)
JUST	Promote better knowledge of gender dimension in disability policy.		2013-2015

<b><i>Promote full implementation of the Beijing Platform for Action (BPfA) including the development and updating of indicators, with the support of the European Institute for Gender Equality.</i></b>			
ALL	Support MS and third countries in the implementation of gender mainstreaming and gender budgeting.		2013-2015
ESTAT/JUS	Further develop comparable data at EU level on gender-relevant matters and statistics broken down by sex.		2013-2015
JUST/DGs	Develop indicators in the remaining critical areas of the BPfA in cooperation with MS and EIGE.		2013-2015
JUST	Monitor and regularly report on the situation in the MS and the EU including on the agreed common indicators and on the BPfA, through the improvement of the collection, publication and analysis of statistics with a gender dimension.		2013-2015
JUST/ESTAT	Ensure availability of data broken-down by sex in the collection of data related to disability statistics in relation to employment and social participation.		2013-2015
<b><i>Present an Annual Report on progress on gender equality, especially in the areas covered by this strategy, ahead of a top-level Gender Equality Dialogue between the Parliament, Commission, Member States and key stakeholders.</i></b>			

JUST	Annual Report on progress on gender equality, especially in the areas covered by this strategy.		2013-2015
JUST	Reinforce EU level cooperation with gender equality Ministers, with an active involvement of the HLG on gender mainstreaming and the Trio Presidency in the definition and implementation of gender equality policies.		2013-2015
JUST	Top-level Gender Equality Dialogue between the Parliament, Commission, Member States and key stakeholders.		2013-2015
EMPL/JUS	Cooperate with EU Social Partners and civil society to enhance policy dialogue, notably through EU funding and exchange of experiences.		2013-2015
JUST	Exchanges good practices between MS on key themes to contribute to a pool of ideas and expertise, and will bring closer collaboration.		2011-2015
JUST	Launch a Eurobarometer on gender equality in the EU to analyse citizens' perception and evolutions since 2009.		2014

<i>Improve European Commission's institutional mechanisms for gender mainstreaming</i>		
SG/ALL	DGs will be invited to set gender equality objectives in the Commission's yearly programming cycle and work programme.	2013-2015
BUDG/ALL	The gender equality objectives would also where appropriate be translated into the EU-budget. The information ("specific objectives" and "result indicators" would where appropriate be presented by the Commission services in the Programme Statements justifying the Commission's budget proposal in accordance with the current practise with Activity Statements.	2013-2015
ALL	DGs will assess the impact on gender equality as part of the social impacts of their proposals and evaluate the results achieved in their evaluation.	2013-2015
HR/JUST	Training courses on gender mainstreaming i.e. how to integrate gender aspects in all policy areas covered by the Commission.	2013-2015
JUST	Promote gender mainstreaming by setting up and maintaining a dedicated internal website.	2013-2015 (new)



RTD	Specific training for project officers involved in research management will be conducted several times a year.		2013-2015
DEVCO	Specific training for project officers involved in external policies will take place on a regular basis.		2013-2015
ENV	Promote gender equality through awareness raising/training within DG Environment.		2013-2015
TAXUD	Promote gender equality through awareness raising/training within DG TAXUD.		2013-2015 (new)
Adapting governance and tools for Gender Equality in Research and Innovation			
RTD	Provide financial support through Horizon 2020 to research institutions in order to implement gender equality plans/strategies.		2014-2015