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EU Gender Action Plan II

**Gender equality and Women's Empowerment: Transformation the Lives of Girls and
Women through EU External relations 2016-2020**

Annual Implementation Report 2017

Table of Contents

<u>Acronyms</u>	iii
<u>INTRODUCTION</u>	1
<u>GAP II - Horizontal objective</u>	3
<u>A. Institutional culture shift in the European Union's external relations:</u>	3
1. Increased coherence and coordination amongst EU institutions and with Member States.	3
2. Dedicated leadership on gender equality and girls and women's empowerment established in EU institutions and Member States.	3
3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments.	3
4. Robust gender evidence used to inform all EU external spending, programming and policy making.	3
5. Results for women and girls measured and resources allocated to systematically track progress.	3
6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality.	3
3	
<u>GAP II Thematic priorities and objectives</u>	3
<u>B. Thematic priority: physical and psychological integrity:</u>	3
<u>C. Thematic priority: economic, social and cultural Rights - economic and social empowerment:</u>	3
<u>D. Thematic priority: political and civil rights - voice and participation:</u>	3
1. <u>PROGRESS ON INSTITUTIONAL CULTURE SHIFT PER EU ACTOR</u>	4
1.1. <u>EU delegations and Member States in the partner countries</u>	4
1.2 <u>European External Action Service</u>	6
1.3 <u>European Commission services in charge of external relations</u>	8
1.3.1 <u>Commission' services for Foreign Policy Instruments</u>	8
1.3.2 <u>Commission services in charge of International Cooperation and Development</u>	9
1.3.3 <u>Commission services in charge of neighbourhood and enlargement negotiations</u>	11
1.3.4 <u>Commission services for European Civil Protection and Humanitarian Aid Operations</u>	12
1.4 <u>EU Member States</u>	12
2. <u>PROGRESS ON THEMATIC OBJECTIVES PER EU ACTOR</u>	13
2.1. <u>EU delegations and Member States in partner countries</u>	13
2.2. <u>European Commission services in charge of external relations</u>	19
2.2.1. <u>Services for Foreign Policy Instruments</u>	19
2.2.2. <u>Commission services in charge of International Cooperation and Development</u>	19
2.2.3. <u>Commission services in charge of Neighbourhood and Enlargement Negotiations</u>	21
2.2.4. <u>Commission services in charge of European Civil Protection and Humanitarian Aid Operations</u>	22
2.3. <u>Member States</u>	22
3. <u>OTHER COMMISSION' SERVICES CONTRIBUTING TO GAP II</u>	24

<u>4.1. Commission’ services in charge of Trade</u>	24
<u>4.2. Commission services in charge of Research and Innovation</u>	25
<u>4.3. Commission’ services in charge of Agriculture and Rural Development</u>	25
<u>4.4. Commission’ services in charge of Mobility and Transport</u>	26
<u>5. CONCLUSIONS and WAY FORWARD</u>	28
<u>5.1 Way Forward</u>	29

Acronyms

AD	Action document, the template used for the drafting of projects and programmes by the European Commission
CMPD	Crisis Management Planning Directorate
CSDP	Common Security and Defence Policy
CSO	Civil Society Organisations
EAMR	External Assistance Management Report
EDF	European Development Fund
EIDHR	European Instrument for Democracy and Human Rights
EOM	Electoral Observation Missions
ESDC	European Security and Defence College
EUPOL COPPS	EU Co-ordinating Office for Palestinian Police Support
EU	European Union
Member States or MS	European Union Member State(s)
EURF	European Union Results Framework
EUSR	European Union Special Representative
FGM	Female Genital Mutilation
GAP	EU Gender Action Plan 2010 – 2015
GAP II	The second Gender Action Plan for external relations 2016- 2020
GEWE	Gender Equality and Women's Empowerment
GFP	Gender Focal Person
GRB	Gender Responsive Budgeting
HoC	Heads of Cooperation
HoD	Heads of Delegation
HoM	Heads of Mission (MS and EU ambassadors in third countries)
HQ	Headquarters
HRD	Human Rights' Defender
HRVP	High Representative of the Union for Foreign Affairs and Security Policy / Vice-President of the Commission
IcSP	Instrument contributing to Security and Peace
MENA	Middle East and North Africa
NGEM	National Gender Equality Mechanism
OECD/ DAC	Organisation for Economic Co-operation and Development/Development Assistance Committee
PAR	Public administration reform
PAG	Principal Advisor on Gender in European External Action Service
PFM	Public finance management
PPCM	Programme and Project Cycle Management
ROM	Result-Oriented Monitoring
SADC	Southern Africa Development Community
VAWG	Violence against women and girls
WO	Women's organisations
WPS	Women, Peace and Security

INTRODUCTION

The EU Strategic Engagement on Gender Equality (2015-2019) and the EU Global Strategy on Foreign and Security Policy (2016) recently reaffirmed the central importance of **equality between women and men** for the EU, as a **fundamental value** enshrined in the EU Treaties, a **political objective** and a **driver of sustainable development** and economic growth.

The New European Consensus on Development (May 2017) also provided with a reinvigorated common approach to promoting gender equality and women's empowerment throughout EU development policy, to be applied by the EU institutions and the EU Member States alike. Anchored to the **2030 Agenda for Sustainable Development**, it reaffirmed **gender equality and women's empowerment** as vital for achieving sustainable development, cutting across the entire 2030 Agenda and Sustainable Development Goals (SDGs), while underlining the **necessity to mainstream gender perspectives** in all its actions.

The **Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020** (the Action Plan or **GAP II**) translated the EU policy and political commitments to gender equality¹ into a set of concrete objectives necessary for achieving results for girls and women, including by promoting more efficient coordination, implementation and monitoring of EU activities in this area. The GAP II implementation is mandatory for the EU and EU Member States and also contributes to the implementation of the **EU Action Plan on Human Rights and Democracy**². The GAP II contributes to the achievement of the 17 SDGs, specifically delivering on the **SDG 5** ('achieve gender equality and empower all women and girls') and **SDG 16** ('promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels'), but also to several others. More broadly, the end of poverty (**SDG 1**) can only be achieved with the end of gender-based discrimination. All over the world, sex- and gender-based inequality makes and keeps women poor, depriving them of basic rights and opportunities for well-being.

This report monitors progress achieved in the implementation of the GAP II during its second year of implementation, in 2017. It **shows progress and actions taken by EU Delegations, the European Commission, the External Action Service (EEAS) and by EU Member States throughout 2017**, while **underlining what remains to be done** to achieve the GAP II objectives (see Table 1 below) and consequently the Sustainable Development Goals. For the first time this year, it also provides with a **regional disaggregation** of results.

After two years of implementation, there is evidence of **enhanced EU political leadership and management ownership** of the gender equality priority. The **commitment to mainstreaming** continues to gain traction, as seen, for example, in the use of **gender analysis** in the formulation of many more actions, though not yet of all. What is notable in the reports is that **all EU services are making greater use of gender expertise** to strengthen their actions and to contribute more comprehensively to GAP II Objectives and gender equality outcomes. Another key factor

¹ Council conclusions on Gender Equality and Women's Empowerment in Development Cooperation, doc. 9561/07, 15 May 2007, the EU Plan of Action on Gender Equality and Women's Empowerment in Development 2010-2015 (SWD, SEC(2010) 265 final), Council conclusions on the Millennium Development Goals for the United Nations High Level Plenary Meeting in New York and Beyond, 14 June 2010, Council conclusions on the 2013 Report on the Implementation of the EU GAP, doc. 9360/14, 19 May 2014, Council conclusions on Gender in Development, doc. 9241/15, 26 May 2015

² Joint Communication to the European Parliament and the Council, Action Plan on Human Rights and Democracy (2015-2019), "Keeping human rights at the heart of the EU agenda" (JOIN(2015) 16 final), 28.4.2015

contributing to progress is the **growing network of Gender Focal Persons** with management support and access to training. Increased **engagement with National Gender Equality Mechanisms, women's civil society organisations** and academic institutions has also informed action formulation and policy and political dialogue in many instances.

Enhanced political dialogues, including human rights dialogues, the more systematic use of gender mainstreaming into all actions and the steadily increasing of targeted financial contributions have proved to be essential for promoting gender equality, while giving a robust message about the EU's commitment to gender equality

The use of the OECD policy marker for gender equality³ allows the measurement of the progress made by the EU actors in financing their political priority "gender equality". The **GAP II target is 85% of new programmes marked G1 or G2 by 2020**. For 2017, a slight decrease in the number of new initiatives marked G1 or G2 is observed in the neighborhood and enlargement area (48.5% in 2017 against 56.6% in 2016⁴), while 65.9% of new initiatives taken in the development cooperation area were marked G1 or G2 (against 58.8% in 2016 and 51.6% in 2015).

The **EU Member States' (EU MSs) contribution** to the GAP II implementation is evidenced by the consistent implementation of the gender equality policy across their international relations and cooperation activities. At partner country level, the EU MSs progress has been reported together with the EU Delegations, while at capital level, EU MSs reported on a **wide range of good practices and measures aiming to correct weaknesses in the GAP II implementation**, for example: external gender expertise has been contracted for strategic and ad-hoc issues; specialized task forces and working groups have been created on gender equality and women's empowerment; the application of the OECD Gender Marker has been confirmed at budgetary approval stage; the use of gender sensitive corporate results frameworks and sex-disaggregated data collection has increased.

Five minimum standards of performance have been indicated in the GAP 2 as prerequisites for the implementation of the EU gender equality priority: the OECD/DAC Gender Marker 0 (meaning no gender dimension in the programme) is always justified; there is a gender analysis done for all priority sectors; sex-disaggregated data is used throughout the project and programme cycle and programming; gender expertise is available and used timely in the programme cycle and programming; and the GAP II objectives are selected to be reported on.

The Report will show that the justification of OECD Gender Marker-0 and the use of sex-disaggregated data throughout the Programme and Project Cycle Management score the lowest (out of the five minimum criteria of performance of the GAP II), while selection of GAP II Objectives, gender analysis of priority sectors and availability of gender expertise score highest in that order.

³ The OECD Development Assistance Committee (DAC) gender equality policy marker (**Gender marker**) is a qualitative statistical tool to record aid activities that target gender equality as a policy objective. It is based on a three-point scoring system: Principal (marked 2) means that gender equality is the main objective of the project/programme; Significant (marked 1) means that gender equality is an important and deliberate objective, but not the principal reason for undertaking the project/programme; Not targeted (marked 0) means that the project/programme has been screened against the gender marker but has not been found to target gender equality. More information available on : <http://www.oecd.org/dac/gender-development/dac-gender-equality-marker.htm>

⁴ The current methodology for calculating the data for the neighborhood and enlargement area includes only projects financed from the European neighborhood partnership instrument ENI.

While good progress has been made, there is still a long way to go in order to implement the EU gender equality policy in external relations and reach the five minimum standards of performance set out in the GAP II.

Table 1: the GAP II structure

GAP II - Horizontal objective

A. Institutional culture shift in the European Union's external relations:

1. Increased **coherence and coordination** amongst EU institutions and with Member States.
2. Dedicated **leadership** on gender equality and girls and women's empowerment established in EU institutions and Member States.
3. Sufficient **resources** allocated by EU institutions and Member States to deliver on EU gender policy commitments.
4. Robust **gender evidence** used to inform all EU external spending, programming and policy making.
5. **Results** for women and girls measured and resources allocated to systematically track progress.
6. **Partnerships** fostered between EU and stakeholders to build national capacity for gender equality.

GAP II Thematic priorities and objectives

B. Thematic priority: physical and psychological integrity:

7. Girls and women free from all forms of violence against them (VAWG) both in the public and in the private sphere.
8. Trafficking of girls and women for all forms of exploitation eliminated.
9. Protection for all women and men of all ages from sexual and gender based violence in crisis situations; through EU supported operations.
10. Equal access to quality preventive, curative and rehabilitative physical and mental health care services for girls and women.
11. Promoted, protected and fulfilled right of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health, free from discrimination, coercion and violence.
12. Healthy nutrition levels for girls and women and throughout their life cycle.

C. Thematic priority: economic, social and cultural Rights - economic and social empowerment:

13. Equal access for girls and women to all levels of quality education and vocational education and training (VET) free from discrimination.
14. Access to decent work for women of all ages.
15. Equal access by women to financial services, productive resources including land, trade and entrepreneurship.
16. Equal access and control over clean water, energy, transport infrastructure, and equitable engagement in their management, enjoyed by girls and women.

D. Thematic priority: political and civil rights - voice and participation:

17. Equal rights and ability for women to participate in policy and governance processes at all levels.
18. Women's organisations and other CSOs and Human Rights Defenders working for gender equality and women's and girls' empowerment and rights freely able to work and protected by law.
19. Challenged and changed discriminatory social norms and gender stereotypes.

20. Equal rights enjoyed by women to participate in and influence decision-making processes on climate and environmental issues.

1. PROGRESS ON INSTITUTIONAL CULTURE SHIFT PER EU ACTOR

1.1. EU delegations and Member States in the partner countries

See full reports by region in Annex.

The 2017 GAP II Reporting templates were modified based on the experience from the previous year. They enabled the collection of greater detail on the substance of political and policy dialogues with partner governments.

There is **significant variation** across the geographical regions, with **Africa East/Southern and Indian Ocean; Africa West and Central; Asia and Pacific; and EU Neighbourhood and Russia, reporting on exchanges regarding gender equality and girls' and women's rights, violence against women and girls, democracy, poverty and national development planning, and sexual and reproductive health and rights, to mention but a few. Education featured highly also for EU Neighbourhood and Russia. Decent work and employment and social protection were included in the respective human rights dialogues in Africa East/Southern and Indian Ocean, EU Neighbourhood and Russia, and in Asia/Pacific. Another key issue discussed was human trafficking (Asia/Pacific and EU Neighbourhood and Russia). Generally speaking, the topics on which the gender dimension appears to have been raised on fewer occasions were: Public Finance Management, Public Administration Reform, Water Management/WASH, Trade, Energy, Transport and Infrastructure, despite these also being important areas and critical for gender equality outcomes.**

The 2017 Reports showed an **increase in the number of *burden sharing* measures (GAP activity 1.4)** taken by the EU Delegation with Member States in partner countries. Measures were reported by 64 EU delegations (29 in 2016). These covered joint actions and active engagement in coordination mechanisms, but also, co-monitoring of GAP II (e.g. Tanzania), joint events and outreach activities (e.g. Belarus and Jamaica), an informal technical working group (e.g. Palestine⁵) and adopting a common line on issues such as protection of sexual and reproductive health and rights, femicide, and violence against women and girls (e.g. El Salvador).

There has been a **significant increase in the number of *senior gender champions*, from 21 reported in 2016, to 112 in 2017**, covering EU delegations and Member States in partner countries, some of whom are at ambassador and special envoy level. The majority are from East and Southern Africa, West and Central Africa, Asia and Pacific and from EU Neighbourhood and Russia. The 2017 Delegation Reports showed a considerable **increase in the number of good practice examples highlighted in institutional annual reports, and also corrective actions taken**. A mechanism to consult external senior expertise on strategic issues in relation to gender equality was reported to be available by 56 EU delegations. EU delegations across all regions reported using *gender analysis* on average in 44 % of actions formulated in 2017. Similarly, an average of **44 % of new actions by EU delegations were reported to have been formulated using the findings of *National Gender Equality Mechanisms* (NGEMs), civil society organisations (CSOs) and**

⁵ This designation shall not be construed as recognition of a State of Palestine and is without prejudice to the individual positions of the EU Member States on this issue.

women's organisations. A total of **788 monitoring missions** were reported which included **recommendations on gender mainstreaming** in the actions under review.

Performance criteria met (percentage of EU delegations meeting the criteria per region) – responses to self-assessment survey

	Africa East and Southern and Indian Ocean	Africa West and Central	Latin America	Central America	Caribbean	Asia and Pacific	Central Asia	Gulf States	Neighbourhood
Gender marker 0 is always justified	77 %	59 %	63 %	80 %	67 %	55 %	75 %	50 %	68 %
There is a gender analysis done for all priority sectors	73 %	46 %	88 %	60 %	67 %	50 %	75 %	50 %	52 %
Sex-disaggregated data are used throughout the project and programme cycle programming	55 %	40 %	75 %	60 %	33 %	45 %	50 %	50 %	52 %
Gender expertise is available and used timely in the programme cycle and programming	68 %	23 %	63 %	40 %	67 %	45 %	50 %	0 %	44 %
GAP II Objectives are selected and reported on	77 %	46 %	75 %	20 %	50 %	68 %	100 %	0 %	24 %

Performance criteria met (percentage of EU delegations meeting the criteria per region) – External Assistance Management Report 2017

	Africa East and Southern and Indian Ocean	Africa West and Central	Latin America	Central America	Caribbean	Asia and Pacific	Central Asia	Gulf States *	Neighbourhood
Gender marker 0 is always justified	36 %	22 %	29 %	50 %	17 %	24 %	0 %	100 %	25 %
There is a gender analysis done for all priority	73 %	83 %	86 %	75 %	67 %	100 %	100 %	0 %	80 %

Performance criteria met (percentage of EU delegations meeting the criteria per region) – External Assistance Management Report 2017

	Africa East and Southern and Indian Ocean	Africa West and Central	Latin America	Central America	Caribbean	Asia and Pacific	Central Asia	Gulf States *	Neighbourhood
sectors									
Sex-disaggregated data used throughout the project and programme cycle	68 %	65 %	29 %	75 %	83 %	59 %	50 %	100 %	75 %
Gender expertise available and used timely in programme cycle	64 %	61 %	43 %	100 %	100 %	76 %	100 %	100 %	85 %
GAP II Objectives are selected and reported on	86 %	78 %	100 %	50 %	83 %	94 %	100 %	0 %	75 %

* One Delegation reported (Yemen)

The above tables show that **gender analysis is being used across all regions but is not as yet informing all actions**. The **availability of sex-disaggregated data continues to be a challenge, but is being used increasingly**, and roughly **twice as frequently as in 2016**. GAP II objectives have been selected in most regions; the selection is underway in remaining regions.

The regional overview of performance is useful but inconclusive, since meeting the criteria (or falling short) represents actions taken (or not) by individual EU delegations, each with specific capacities and outputs, rather than have a bearing on the region as a whole. The results are different for the same criteria based on the source of information; this requires further analysis for each individual EU Delegation.

Some of the reasons for the discrepancy of results are that the number of EAMRs and self-assessment surveys received were not the same, and not necessarily from the same EU delegations; and the phrasing of some questions may have allowed the self-assessment be more subjective as compared to the assessment made by experts from the information provided through the official EAMR.

1.2 European External Action Service

See full report in Annex.

In 2017, the European External Action Service effectively delivered on the EU political position on gender equality and the rights of girls and women in 27 key international events, debates and negotiations. The EU was actively engaged in negotiations in Geneva, for example, on the Human Rights Council resolution on accelerating the efforts to eliminate violence against women and girls: Engaging men and boys in preventing and responding to violence against all women and girls, led by Canada. The resolution has been adopted by consensus and co-sponsored by all 28 EU member states. Moreover, the EU has regularly delivered statements at the UN Security Council on Women, Peace and Security⁶, including on conflict-related sexual violence and mediation.

Over the same period, **all EU human rights dialogues and sub-committees with partner countries included sessions on gender equality, girls' and women's empowerment and Women, Peace and Security (WPS) on the agendas, as a recurrent item.** Gender equality and women's empowerment were also regularly discussed in the context of informal working groups and discussions on human rights as a stepping-stone in confidence-building over time and with the ultimate aim to establish more formal and in-depth dialogues. Furthermore, the European External Action Service regularly briefed and discussed with the relevant thematic and geographical Council Working Groups on gender equality, women's and girls' empowerment and WPS.⁷ During 2017, the European External Action Service engaged proactively to include gender equality, women's and girls' rights and their empowerment into a number of agreements, such as the Mercosur - EU Association Agreement.⁸

While the EEAS does not have a Gender Champion system, there are a few staff positions that formally lead and coordinate the work on gender equality and women's and girls' empowerment. The Principal Advisor on Gender and UNSCR 1325/WPS – appointed by the HRVP in October 2015 – continued implementing her mandate to lead on EU internal/external coordination and coherence for effective mainstreaming of Gender/WPS agenda in EU External Action. Despite significant progress **in-house capacity remains insufficient and this is identified as one of the key challenges to ensure improved results in the work for gender equality.** The Baseline Study (2016) established 21 baselines in 2017 for measuring progress in the mainstreaming of a gender perspective in CSDP Missions and Operations. Among other things, it has already resulted in a **more systematic approach to integrate a gender perspective including into strategic reviews.**

During 2017, the European External Action Service has strengthened and formalised two strategic partnerships, with the UN and with NATO. The **UN-EU Steering Committee on Crisis Management** has agreed that WPS should be a priority, following-up on the 2015-2018 priorities to strengthen the UN-EU strategic partnership on peacekeeping and crisis management, and the EU and the UN are currently working together to translate this commitment into concrete priorities. Moreover, regarding **the EU - NATO partnership**, the new set of proposals (Political Security Committee and North Atlantic Council) from December 2017 includes areas of cooperation related to WPS in the areas of situational awareness, early warning and capacity-building for third countries. Furthermore, during 2017 the strategic partnership with the UN, in particular with UN Women, has been further reinforced in the areas of gender equality and WPS.

⁶ EU statements delivered at the UN Security Council Open Debate on "Sexual Violence in Conflict as a Tactic of War and Terrorism" (June 2017); in the UNSC Open Debate on "Women, Peace and Security – progress and backtracking" (Oct 2017); and in the UNSC Open Meeting "Arria Formula" on "Women, Peace and Security and Mediation" (March 2017).

⁷ For instance the Political and Security Committee, and the Working Parties on Human Rights, on the United Nations, but also on specific regions, like the Working Parties on the Western Balkans Region, on Eastern Europe and Central Asia, on Asia-Oceania, on Mashreq/Maghreb, on Africa.

⁸ In addition the CELAC - EU Foreign Ministers Meeting; the modernized Global Agreement EU-Mexico; the EU - Chile Association Agreement; and the second Brussels Conference on "Supporting the Future of Syria and the region".

In addition, at the initiative of the G7 Presidency, the G7 Foreign Ministers agreed on the G7 WPS Partnerships Initiative. Through this Initiative, the G7 members aim to work together to accelerate positive change on the ground.

The European External Action Service continued to systematically engage with civil society, including women's - and women-led organisations and organizations working for women's rights, such as those forming part of a coordination mechanism (Security and Gender Group) in EULEX Kosovo⁹. The group consists of gender experts and advisors from different international and local agencies, as well as members from local and international civil society. Apart from functioning as a coordination mechanism for activities, information and expertise is exchanged on different issues related to gender. The group is chaired by UN Women.

In 2017, the European External Action Service in HQ have continued to integrate gender dimensions into EU decision-making and policies at global and regional level. The first yearly implementation report of the EU global strategy for the European Union's foreign and security policy (EUGS) of June 2017 mapped the year's achievements, including in relation to gender mainstreaming within its five thematic building blocks.

In November 2017, the Council of the EU adopted Council conclusions on a strategic approach to resilience in the EU's external action. The Council conclusions affirm that the EU's strategic approach should fully reflect the gender dimension and secure the rights and participation of women and girls.

Internally in EEAS, related to the thematic objective on the Institutional Culture, 2017 brought progress. Following the final reports with recommendations, by the two EEAS Taskforces on career development and gender equality and equal opportunities, the EEAS Senior Management endorsed (November 2017) the EEAS Gender and Equal Opportunities Strategy and an Implementation Roadmap including the decision to establish a new position from March 1 2018; the EEAS Adviser for Equal Opportunities and Careers.

1.3 European Commission services in charge of external relations

1.3.1 Commission' services for Foreign Policy Instruments

See full report in Annex.

All headquarters-based units of the Service for Foreign Policy Instruments submitted the report alongside contributions from all five Service for Foreign Policy Instruments Regional Teams located in Bangkok, Beirut, Brasilia, Dakar and Nairobi. **Gender mainstreaming is increasingly a stronger feature and mind-set within the working methods of the Commission's Service for Foreign Policy Instruments** across all its interventions. Gender equality is integrated structurally into the Service's Management Plan with clear targets and references to GAP II. In September 2017, the Service for Foreign Policy Instruments adopted its Results Framework and Manual, which incorporates a clear gender perspective, informed by GAP II commitments and inspired by **SDG 5**, Achieve gender equality and empower all women and girls. It provides a clear basis for an assessment of the Service for Foreign Policy Instruments performance on implementing GAP II objectives.

⁹ This designation is without prejudice on status and is in line with the UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

In 2017, **gender equality was included both as an action-specific and cross-cutting issue under interventions** of the Instrument contributing to Stability and Peace (IcSP) and the *Partnership Instrument* (PI). For both instruments, a **gender facility (external technical services) has been created** to advance work on gender mainstreaming as part of programming and action design in EU delegations, the Service for Foreign Policy Instruments Regional Teams and at headquarters. Gender also featured as an important consideration in Common Foreign and Security Policy (CFSP) operations and continued to be an **integral part of planning and implementation of EU electoral observation missions (EOM)**.

Two good practices – the IcSP and the PI Gender Facilities and reporting on the G-marker¹⁰ – were highlighted within the framework of the Annual Activity Report 2017 and Programme Statements for Draft Budget 2019.¹¹ In addition, work on gender equality formed part of the core responsibilities of the Service for Foreign Policy Instruments operational project managers. In terms of quality, work on developing a gender sensitive approach to evaluations was further advanced in joint cooperation with other Commission services through the drafting of a guidance note – ‘Evaluation with gender as a cross-cutting dimension’. The Service for Foreign Policy Instruments’ manual was adopted in September 2017 and includes clear information on gender under the sections covering project management methodology, while clear gender-sensitive criteria were incorporated into the Service for Foreign Policy Instruments’ results framework. The manual and the results framework apply across the Service.¹² The European Parliament’s Research Department conducted a study¹³ in 2017 in which the IcSP was particularly commended on results achieved in terms of engagement with women’s NGOs/CSOs within the “whole of society” approach. These findings were also referenced in the *Mid-term review report of the External Financing Instruments* in December 2017.¹⁴

1.3.2 Commission services in charge of International Cooperation and Development

See full report in Annex.

A total of 25 contributions were received at headquarters level in the 2017 GAP II implementation exercise, the majority from the geographic and thematic units, but also, for the first time, **coordination units and units in charge of processes**, like budget support or evaluation or the programming of external financial instruments. An institutionalised staff network is emerging to advance culture shift and further integrate the GAP II horizontally and thematically. Three **new gender champions** have been appointed in 2017, making a total of six (which is a 100 % increase), some champions are in strategic policy areas such as gender-sensitive budgeting and trade. There are more trained gender focal points (GFPs) guiding gender mainstreaming processes resulting, for example, in more gender focused political dialogues and gender-sensitive evaluations. At the same time, the 2017 reports revealed a number of areas where **more action is needed**; for example, clear gender focused human resource practices, **with job descriptions accurately mirroring staff’s gender-related workloads**.

¹⁰ The Service for Foreign Policy Instruments Management Plan 2017 undertook to apply the G-marker to all Service for Foreign Policy Instruments operations as the indicator to measure implementation of GAP II. For 2018, the Service for Foreign Policy Instruments Management Plan will complement the G-marker with two additional indicators: use of gender expertise/analysis as an integral part of project design and measuring “Sex/age disaggregation of project results via OPSYS”.

¹¹ Programme Statements for Chapter 19 – Foreign Policy Instruments. Similar detail was provided for Programme Statements for the 2018 budget referring to data for 2016, the first year of GAP II.

¹² For CFSP operations, the Results Framework is under construction.

¹³ “EU gender action plan 2016-2020 at year one: European implementation assessment by the European Parliament”:

http://www.europarl.europa.eu/thinktank/en/document.html?reference=EPRS_STU%282017%29603256

¹⁴ https://ec.europa.eu/europeaid/sites/devco/files/mid-term-review-report_en.pdf – COM(2017) 720 final of 15/12/2017

Progress has been made in mainstreaming gender equality and women's economic and social rights in the international political/policy arenas. 159 EU positions/statements for key international agendas with GEWE in focus were adopted in 2017. Gender equality issues were raised in several high-level political fora, including the UN High Level Political Forum, where the New European Consensus on Development was launched (July 2017) and the UN ECOSOC Financing for Development Forum (May 2017)¹⁵.

A contract has been signed with the European Expert Network on International Cooperation and Development, including a pool of gender experts available for short studies and research. Work to strengthen gender mainstreaming in the areas of Food/Nutrition Security and Agriculture continues to be undertaken by a specific **Gender Support Team (external contract)**, and gender experts are mobilised in **Health, Culture and Education** through advisory services. Additional gender expertise is available through the internal collaboration with the gender team.

In 2017, external experts analysed the inclusion of gender aspects in project design and the correct use of the gender marker in the **quality assurance process**. This analysis revealed that more work is required in terms of improving staff's understanding of and skills in applying gender mainstreaming when they design development projects. Significant inputs from gender experts are necessary to ensure development projects are sufficiently engendered.

Gender analysis informed the Staff Working Document, Sustainable garment value chains through EU development action,¹⁶ and in the blending action, Women's economic empowerment. Gender was mainstreamed across the priorities of the multiannual indicative programme 2018-2020 of the programme on global public goods and challenges. **Gender was mainstreamed also in the 'Budget support guidelines'** to make them more gender-sensitive, while a guidance note, 'Evaluation with gender as a cross-cutting dimension', was completed at the end of 2017. Many corrective actions were taken by units, including, for example, the use of sex-disaggregated data throughout project and programme cycle and programming, gender-sensitive logical frameworks, and targeted financial support.

As a consequence of the mid-term review (MTR) done in 2017 on financial instruments, a total of **EUR 50 million was awarded for gender top-ups¹⁷ to 10 EU Delegations¹⁸** to boost selected gender-specific actions. The objectives of the MTR were to enhance policy dialogue with partner countries in order to align their programming documents to the 2030 Agenda and the SDGs, and to strengthen the focus on priority areas, namely sustainable growth and job creation, renewable energy and climate change, the nexuses between development and migration/mobility and security, paying particular attention to gender equality and resilience. The special post-MTR allocation was then complemented by the **decision to commit EUR 500 million to the EU-UN Spotlight Initiative to eliminate all forms of violence against women and girls** (see annex 11). In addition, **a specific programme of EUR 18 million was launched in September 2017** to address the serious problem of violence against women and girls in the Pacific region.¹⁹ Other important actions carried out are

¹⁵ Commissioner Mimica addressed GEWE issues in these events, and acknowledged gender equality as a fundamental "non-financial means of implementation" of the Addis Ababa Action Agenda.

¹⁶ https://ec.europa.eu/europeaid/sites/devco/files/garment-swd-2017-147_en.pdf

¹⁷ Additional financial aid within the 2017 mid-term review framework, granted to those EU Delegations with enough capacity to increase gender specific actions.

¹⁸ Afghanistan Botswana, Burkina Faso, Djibouti, Dominican Republic, Gambia, Myanmar, Peru, Sao Tome and Principe and Tanzania.

¹⁹ The regional programme aims at "Tackling root causes of gender inequality and violence against women and girls in the Pacific" The action is regional in scope but will include national level activities, at least in the following proposed

the creation of the **first ever Gender Action Plan under the COP23 UN Convention on Climate Change** and the establishment of **gender as a sector analysis within one of the two new Regional Sector Policy Analysis (ReSPA) units**.

A total of **117 staff members received gender specific training in 2017 (51 % men)**, mostly permanent officials (22 %), contract agents (13 %) and managers (8 %). Among female staff, 28 % were contract agents, 13 % permanent officials, and 4 % managers. **The number of gender focal persons has increased significantly. 14 units reported having 78 GFPs trained in 2017**, 66 of whom were trained internally. Several capacity building activities on gender equality and the GAP II have been organised by the gender team, for example, the Annual GFP meeting, webinars on the use of the OECD gender marker, gender mainstreaming in a number of sectors, plus the revision and expansion of the EU Resource package on gender mainstreaming in EU development cooperation, a Leave no one behind full training. **Little progress has been recorded in including gender equality as an area of responsibility in job descriptions**, or as a point in assessing staff performance, thus further efforts are needed in this regard.

1.3.3 Commission services in charge of neighbourhood and enlargement negotiations

See full report in Annex.

There is a positive increase in several indicators on the horizontal priority **institutional cultural shift in EU external relations**, such as the number of EU positions and policy dialogues, which include: gender equality; corrective actions taken to improve performance on gender equality; the number of staff taking part in trainings on gender equality and the number of gender focal persons trained in gender equality issues.

At headquarters level, **numerous EU positions for key international agendas** included a focus on gender equality and the rights of girls and women in (59 in 2017 compared to only two in 2016). Such positions range from briefings for High-level meetings to attendance of high management to events. Efforts remain in order for each unit at HQ to have a gender focal point with specific assignments. There has been no formal assignment of a gender champion at headquarters in line with the GAP II. However, several Heads of Unit were promoting gender equality in programming and in public events, even if they are not nominated as gender champions.

35 staff took part in trainings on gender equality. Out of these, 8 were gender focal points, a slight decrease from 9 that were trained in 2016. These trainings involved a wide variety of topics, from gender mainstreaming to women peace and security.

In addition, gender was **mainstreamed in the following trainings: rights-based approach that took place in the EU Delegations to Algeria, Morocco, Turkey and Ukraine, and in 15 training sessions on managing for results** linking planning, monitoring and evaluation. Most of the units have reported measures taken to mobilise high quality gender expertise to meet the needs of programming, planning and implementation.

At the headquarters level, two main internal processes of methodological review are carried out to mainstream gender equality: participation in quality review meetings to mainstream gender and revision of action document templates, instruments and updates of checklists in order to have

Pacific Island countries: Fiji, Kiribati, Papua New Guinea, the Republic of Marshall Islands, Samoa, Solomon Islands, Timor-Leste, Tonga, Tuvalu and Vanuatu.

adequate tools that can facilitate gender mainstreaming. The mid-term reviews of the European Neighbourhood Instrument (ENI) and Instrument for Pre-accession Assistance II (IPA II) acknowledged the emphasis put on gender equality and provided information on the progress and weaknesses to be addressed (e.g. lack of adequate capacity to mainstream gender). Only 12 programmes evaluations reportedly included an assessment of the impact on women and girls.

1.3.4 Commission services for European Civil Protection and Humanitarian Aid Operations

See full report in annex.

Through the implementation of the 2013 policy, gender in humanitarian assistance: different needs, adapted assistance, the EU has been making references to gender equality on multiple occasions. In the framework of the EU's leadership of the call to action, the first priority of the EU, is to raise awareness on gender-based violence in emergencies.

In 2017, the Commission services continued the implementation and dissemination of the EU protection guidelines, as well as financial support for GBV services, and the integration of the gender and age marker in EU-funded humanitarian relief operations. The EU is working on the first report of implementation of the marker (2014-2015) and a preliminary assessment underlines that, in 2015, **81 % of all EU funded humanitarian actions strongly or to a certain extent integrated gender and age.**

There has also been further **progress on gender in the EU's humanitarian field network**, where previously there were a number of protection experts, and one gender expert. Now their terms of reference have merged, making them all protection/gender thematic experts. In addition, **several training sessions** on gender have been organised, always with a specific focus. These training sessions were attended by the EU's humanitarian staff and the EU's humanitarian implementing partners.

1.4 EU Member States

See full report in Annex

22 (79 %) EU Member States submitted a GAP II report for 2017 on progress made towards achieving GAP II's institutional culture shift objectives. The Member States that submitted a report are: Austria, Czech Republic, Republic of Croatia, Denmark, Estonia, France, Germany, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, The Netherlands, Poland, Portugal, Slovak Republic, Slovenia, Spain, Sweden, and the United Kingdom²⁰. Member States reported over 200 gender-informed positions or statements for key international agendas. **Although all Member States engaged on advancing GAP II objectives broadly**, several targeted approaches emerged, tackling, for example, gender and digitalisation, gender and disarmament, gender and climate change, and women and disabilities.

Nine Member States reported on the appointment of 184 new gender champions in 2017. Other appointees were distributed to different levels across ministries, departments and oversight groups, mostly in support of WPS National Action Plans and foreign affairs.

²⁰ Due to an administrative error, Cyprus was not invited to report or sent the reporting templates. Unfortunately, the mistake was identified too late for correcting it. Cyprus agreed not to contribute this year under the circumstances.

External gender expertise was contracted for strategic and ad-hoc issues via gender consultants, technical assistance, and specialised institutes and academia. Member States also obtain support from CSOs, and from government commissions, advisory/working groups, and councils with a focus on human rights and gender equality. Member States reported on a wide range of good practices and corrective measures. These included, for example, specialised task forces and working groups on gender equality, increased funding for projects on GEWE, and the application of the OECD gender marker at budgetary approval stage. Twelve Member States reported on having gender sensitive corporate results frameworks, and **18 confirmed the use of sex-disaggregated data throughout their systems.**

There has been **progress in evaluating EU leadership on gender equality and GAP II performance by Member States.** In 2017, three Member States carried out one independent evaluation of this nature, and eight reported on assessing GAP II performance through their own institutional reporting systems, mostly by means of including GAP II indicators and objectives in their national strategies and multiannual work programmes and projects.

A total of **15 Member States built staff gender capacities through gender-specific trainings, and 12 mainstreamed gender in training sessions,** such as training on environment and security. Gender equality is an area of responsibility mostly carried out by technical staff, but also senior and middle managers. Nine Member States have put in place various measures to ensure high quality gender expertise, and three have reserved funds for mobilising gender expertise.

A total of 101 actions were reported by 11 Member States as being informed by gender analysis, with gender-sensitive logframes and a gender focus in the formulation and implementation of the action. 32 % of these actions were also informed by consultations with national gender equality mechanisms. The most effective actions were regarded as consultations with partners and local actors, need-based and tailored capacity building for target groups, gender audits, and strengthening women's networks. Following the mid-term review, several measures were put into place to mainstream gender further and to ensure a better alignment with GAP II priorities and mandate. These included measures such as, harmonisation of gender sensitive indicators with GAP II indicators.

2. PROGRESS ON THEMATIC OBJECTIVES PER EU ACTOR

The change of the reporting methodology for the current report has made it possible to have more detail as well as a better matching of the reported actions with GAP II priorities, objectives and indicators. While (overall) progress in the implementation of GAP II is also confirmed by the increase in the overall number of actions, as well as funds that are marked with OECD G1 or G2, the steep increase in use of objectives and indicators, is also in part due to more clarity on reporting. The actions reported through the new methodology, while not a comprehensive representation of the overall portfolio of the EU actors, they are a meaningful representation of contributions to the GAP II. Differently from the previous year, where there was heavy reporting on gender actions (targeted actions, and those pertaining to more traditional sectors, where gender and social issues are more readily mainstreamed), this year a wider array of actions have been reported.

Regarding the **GAP target of 85 % of new programmes marked G1 or G2 by 2020,** based on the available data in 2017 there is progress, but not across the board: **65.9 % of all new actions for Commission Services for International Cooperation and Development** (compared with 58.8 % in

2016); **48.5 % for the European Neighbourhood Instrument** (Commission Services for Neighbourhood and Enlargement Negotiations) (compared with 56.6 % in 2016), **59.3 % for the EU's Instrument contributing to Stability and Peace** (compared with 54.6 % in 2016), and **28.4 % for The Partnership Instrument** (compared with 2.4 % in 2016).

2.1.EU delegations and Member States in partner countries

See full reports by region, and Thematic Priority, in Annex

	B. Thematic Priority: Physical and Psychological Integrity		C. Thematic Priority: Economic, Social and Cultural Rights - Economic and Social Empowerment		D. Thematic Priority: Political and civil rights - Voice and Participation		Total Actions by Priority	Total % by Priority
Region or geographical scope ²	Sum of Count of Actions by Priority	Sum of Count of Actions by Priority 2	Sum of Count of Actions by Priority	Sum of Count of Actions by Priority 2	Sum of Count of Actions by Priority	Sum of Count of Actions by Priority 2		
Africa	370	40 %	496	39 %	200	26 %	1.066	36 %
Asia and Pacific	213	23 %	318	25 %	223	29 %	754	26 %
EU Neighbourhood and Russia	192	21 %	280	22 %	222	29 %	694	24 %
Americas	155	17 %	165	13 %	113	15 %	433	15 %
Grand Total	930	100 %	1.259	100 %	758	100 %	2.947	100 %

Across the regions, the **thematic priority C, economic, social and cultural rights - economic and social empowerment** is where most of the reported actions have made a contribution (42 % of all actions), followed by priority B, physical and psychological integrity (31 % of all actions), and the least number of actions fell under priority D, political and civil rights - voice and participation (26% of all actions). In 2016, the report noted the selection of the objectives per thematic priority as set in the country gender action plans; then, the thematic priority B, physical and psychological integrity was the most selected across the regions.

For 2017, in **Africa**, the **GAP objective** most selected in the countries in the region was objective 7, girls and women free from all forms of violence against them (VAWG) both in the public and in the private sphere. while the objective for which there was the biggest increase compared with 2016 was objective 8, trafficking of girls and women for all forms of exploitation eliminated.

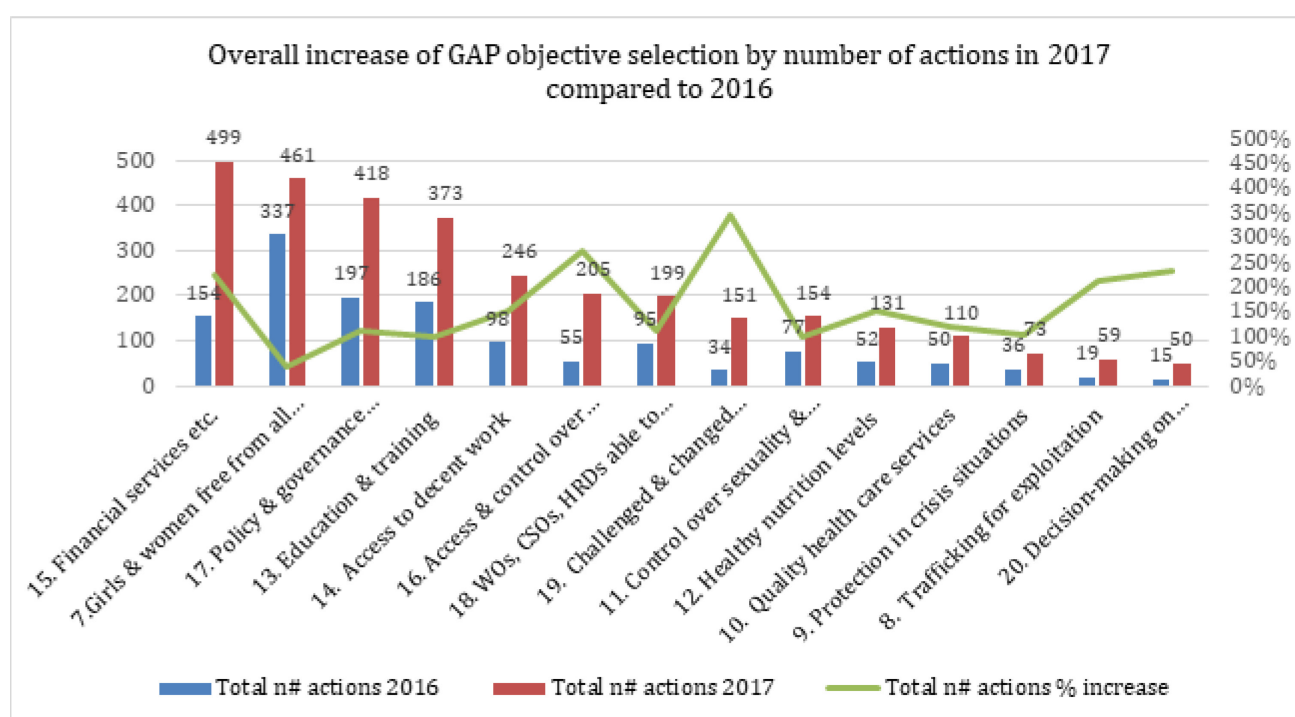
For 2017, in **Asia**, the **GAP objective** most selected in the countries in the region was objective 7, girls and women free from all forms of violence against them (VAWG) both in the public and in the private sphere. While the objective for which there was the biggest increase compared with 2016 was

objective 15, equal access by women to financial services, productive resources including land, trade and entrepreneurship.

For 2017, in **the Americas, the GAP objective** most selected in the countries in the region was 7, girls and women free from all forms of violence against them (VAWG) both in the public and in the private sphere. While the objective for which there was the biggest increase compared with 2016 was objective 9, protection for all women and men of all ages from sexual and gender-based violence in crisis situations; through EU supported operations.

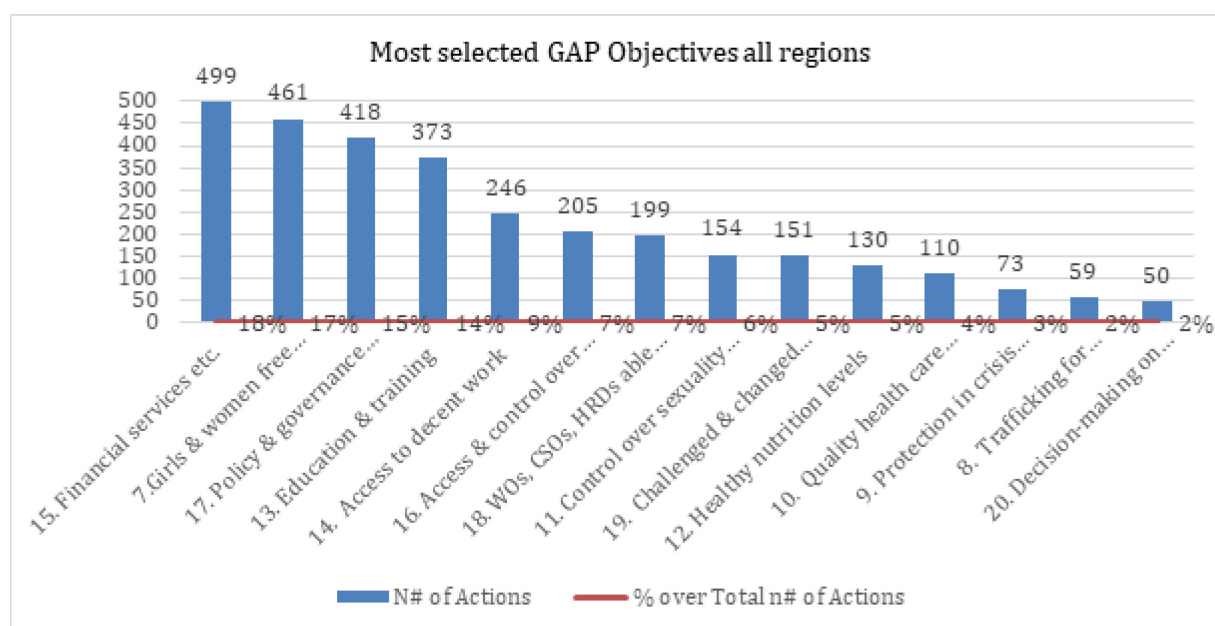
For 2017, in the **EU neighbourhood and Russia, the GAP objective** most selected in the countries in the region was 7, girls and women free from all forms of violence against them both in the public and in the private sphere. While the objectives for which there was the biggest increase compared with 2016 were objective 11, promoted, protected and fulfilled right of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health, free from discrimination, coercion and violence, and objective 12, healthy nutrition levels for girls and women and throughout their life cycle.

Across all EU delegations, **many more actions were reported as contributing to GAP II implementation in 2017**, there was greater alignment with GAP II thematic priorities, and there was a **marked increase in the numbers of Delegation reported actions using GAP II Indicators**, in contrast to 2016.

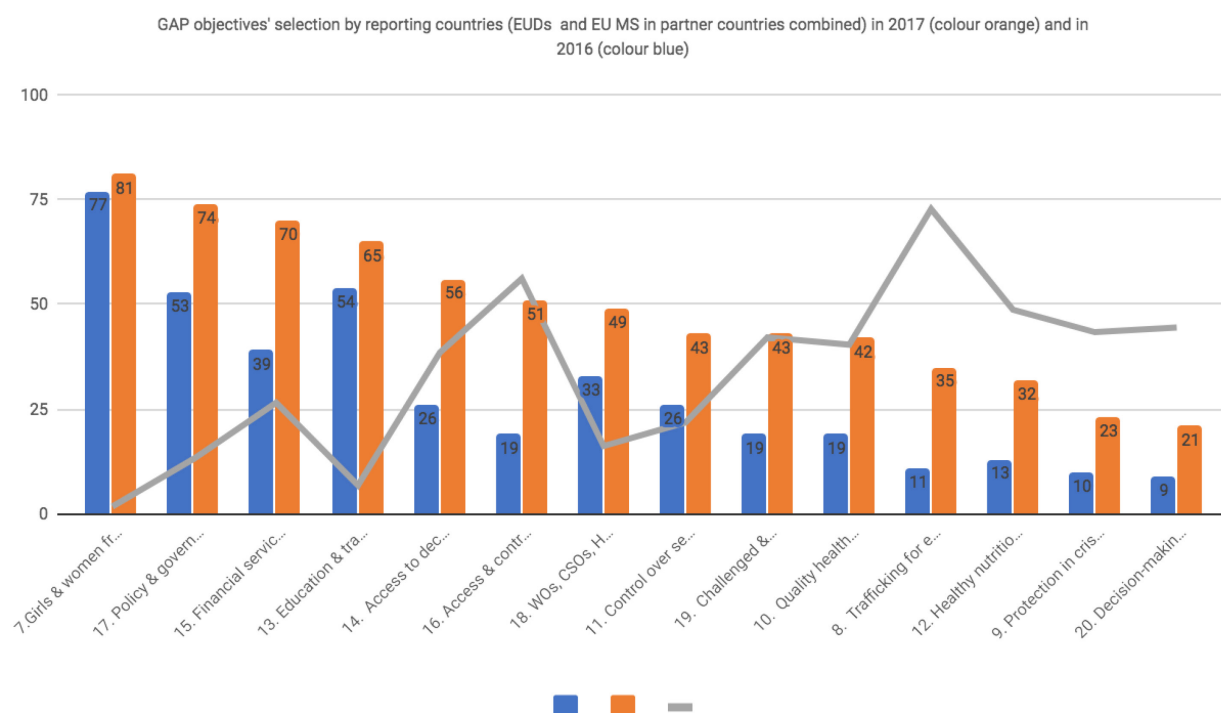


In 2017, access to financial services (objective 15) overtook actions on girls and women free from violence (objective 7) which was the most selected in 2016. While it is difficult to draw conclusions from such a large range of actions and a diverse range of EU actors, it would appear that the **2016 reports tended to concentrate more on actions related to gender-specific areas**, such as violence against women and girls. That said, **the same top four objectives were selected for 2016 and 2017: 7, 13, 17 and 15.** In 2017 there was a significant increase in the selection of objective 14 (decent work); objective 16 (access to and control over clean water, etc.); objective 18 (WOs, CSOs, HRDs able to work); and objective 19 (challenged and changed discriminatory social

norms and stereotypes). There was little change with regard to the five least selected objectives in 2016 and 2017, although more actions were reported upon in each case.



However, although fewer actions were reported in 2017 as contributing to **objective 7 (girls and women free from violence)**, it remains the GAP objective selected by most EU delegations.



EU Delegations in **South East Africa and the Indian Ocean** region reported a total of 611 programmes contributing to GAP II (compared with 539 in 2016.) 240 programmes in the region contributed to thematic priority, eliminating VAWG, 310 to women's socio-economic rights, and 134 to women's participation. The **highest scoring priority in 2017 was women's socio-economic**

rights, whereas eliminating VAWG scored first in the 2016 reporting exercise. When comparing results between 2016 and 2017 GAP II results, the **progress is evident**. The significant increase shown in all objectives chosen in 2017 would appear to indicate: **1) EU delegations higher awareness and familiarity with GAP II objectives and policy; and 2) changes in the reporting template which allowed for more detail to be collected.**

Across the regions, the **women's socio-economic rights, is where most of the reported actions are making a contribution** (42 % of all actions), followed by eliminating VAWG (31 % of all actions), and, finally, women's participation (26 % of all actions). In 2016 the report noted the selection of the objectives per thematic priority as set in the countries' gender action plans. Then, the thematic, eliminating VAWG, was the most selected across the regions.

22 EU Delegations from the **West and Central Africa** region submitted a report (Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Congo Brazzaville, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Ivory Coast, Liberia, Mali, Niger, Nigeria, Senegal and Togo) jointly with **12 Member States** (Austria, Belgium, Denmark, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Spain, Sweden and the United Kingdom). In the countries of West and Central Africa, EU actors have consistently included gender equality and women's empowerment in their policy and political dialogue with the partner countries' counterparts.

All of the GAP objectives have, to one extent or another, been raised in the region overall, served by 399 actions reported (compared to 211 from 2016). The objectives that were selected most frequently across the countries in the region were: **objective 7 (girls and women free from all forms of violence); 15 (financial services etc.); 16 (access and control over clean water, energy, etc.); and 17 (policy and governance processes).** The objectives (out of the GAP II) that have been adopted most in programmes in 2017 were: objective 15 (financial services); objective 16 (access and control over clean water, energy, etc.); objective 13 (education and training) and objective 7 (girls and women free from all forms of violence.) **The highest increase in the use of GAP objectives in programmes (included in the GAP report 2017) as compared to 2016 was for objective 12 (healthy nutrition levels) and objective 8 (trafficking for exploitation).**

Compared to the selection of GAP objectives in 2016, **actions reported in 2017 doubled across Latin America and the Caribbean.** Objective 9 on protection in crisis situations, not selected in 2016, was taken on board. **Objective 7 remained the most selected**, while noticeable trends involve greater attention towards women's access to **financial services and productive resources (objective 15)** as well as ensuring protection by law and ability to work of women's organisation, CSOs and human rights defenders (objective 18). The region continues to face gender inequalities based on social norms and stereotypes that are increasingly being taken into consideration in EU actors' support (objective 19). Also, issues such as **trafficking (objective 8)**, that still represent a threat in many countries in the region, and decision-making on climate change and environmental issues are targeted more often.

In **Central America**, 5 EU Delegations (Costa Rica, El Salvador, Guatemala, Mexico and Nicaragua) and 3 Member States (France, Spain and United Kingdom) contributed to GAP thematic priorities and related objectives through 140 actions. Women's socio-economic rights was the most selected (36 %), followed by eliminating VAWG (35 %) and women's participation (29%).

EU Delegations in the **Caribbean** region reported a total of 92 programmes contributing to advancing GAP II objectives. Women's socio-economic rights was the focus of 45 projects, 30 projects were on eliminating VAWG and 17 on women's participation.

14 EU Delegations (from a total of 27) representing 16 countries and one region in **Asia and Pacific** (Afghanistan, Bangladesh, Cambodia, China and Mongolia, Fiji and Pacific, Laos, Malaysia, Myanmar, Papua New Guinea, Philippines, Sri Lanka and the Maldives, Thailand, Timor Leste and Vietnam) and 13 EU Member States (Belgium, Czech Republic, Denmark, Finland, France, Germany, Ireland, Italy, Netherlands, Portugal, Spain, Sweden and United Kingdom) reported on the implementation of the GAP thematic priorities, indicating 681 actions. Women's socio-economic rights (42 %) was indicated most, followed by eliminating VAWG (28 %) and women's participation (30 %). In 2016 priority B, physical and psychological integrity, scored first.

In the **Central Asia** region, 3 EU Delegations (Kyrgyzstan, Tajikistan, and Uzbekistan) reported on the implementation of the GAP II thematic priorities through 28 actions, with a higher occurrence for women's socio-economic rights (53 %), followed by eliminating VAWG (30 %) and women's participation (17 %). Overall, sharp progress has been made in the implementation of GAP II compared to 2016, due largely to the 50 % increase in the number of actions contributing to GAP II objectives (5 in 2016, compared with 10 in 2017). Some shortcomings remain in the sphere of political and civil rights (objective 18 and 20), and there was a small decrease in the sphere of physical and psychological integrity (objective 9).

24 EU Delegations and 15 Member States reported on GAP II implementation in the **EU neighbourhood and Russia** region. Out of these, 22 EU Delegations and 15 Member States (Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Italy, Luxembourg, Netherlands, Poland, Slovenia, Spain, Sweden and United Kingdom) contributed also to the three GAP thematic priorities through 665 actions. Overall, women's socio-economic rights, was the most selected priority, followed by women's participation and eliminating VAWG. Reports show a higher concentration of actions on policy and governance, access to decent work, access to financial services, and education and training, which reflect the needs of democracy-in-transition countries, low women's employment rates and difficulty in accessing finance for women due to socio-cultural obstacles. Eliminating VAWG scores last, notwithstanding the higher performance to combat VAWG by almost the totality of EU delegations in the region. Insufficient attention is perhaps put on issues at stake in many countries, such as the protection of women and girls in crisis situation and against trafficking, a problem that is posing a serious risk on the lives of women and girls, especially refugees, in the region. Even SRHR received scarce attention in 2017, despite harmful practices, the control of sexuality and the pressure on maternity, all sensitive issues in many countries in the region.

In the **Gulf States**, only the Delegation for Yemen and Iraq, relocated in Amman, reported on GAP II thematic priorities through five programmes, three for eliminating VAWG and 1 each for women's socio-economic rights and women's Participation. The reported programmes are implemented by the Delegation only, as after three years of evacuation, contacts with Member States and planning in the countries have just recently been re-established.

When it comes to **global actions– across all priority areas**, eight EU Delegations across five regions are implementing 11 global actions that contribute to GAP II. These actions are equally targeting GAP II priorities, eliminating VAWG and women's participation, with 44.5 %, while women's socio-economic rights features less, with 11 %. Objective 7, on combating VAWG was the most selected, respectively in Tajikistan in the framework of a Research and innovation fund for VAWG prevention, in Mexico as part of the global UN Women Initiative 2016-2019 for safe cities and spaces for women and girls, and in Azerbaijan for the Global programme to prevent son preference and gender-biased sex selection.

2.2. European Commission services in charge of external relations

2.2.1. Services for Foreign Policy Instruments

See full report in Annex

Gender equality is integrated into all actions of IcSP, both non-programmable crisis response measures, under Article 3, and programmable actions on conflict prevention, peace-building and crisis preparedness, under Article 4. Due attention is paid to the relevant provisions of the legal basis particularly those related to combating gender-based violence and promoting the participation of women in peace-building. In this regard, priority is given to ensuring that all actions contribute to delivering on EU commitments on WPS based on the EU Comprehensive Approach to the implementation of UNSCR 1325 and 1820 on WPS (2008).

Staff at headquarters and in the regional teams have begun to mainstream specific gender elements on a more systematic basis when designing Article 3 and Article 4 actions, with particular attention to WPS issues. A new action, Preventing violent extremism: a gender sensitive approach, was included under the annual action programme 2017 to prevent the rise of violent extremism by strengthening capacities of local actors to address its gender dynamics. A service contract for a new gender facility was concluded in 2017 to ensure and take due account of the implementation of GAP II commitments.

As part of its annual action programme on conflict prevention, peace-building and crisis preparedness (Article 4), IcSP adopted a multi-country flagship action, Survey on the well-being and security of women in south east Europe, eastern Europe, Turkey and the South Caucasus” covering VAW and GBV in 10 Organisation for Security and Cooperation in Europe (OSCE) countries.

Some examples of actions promoting and supporting gender equality reported were:

- EUPOL COPPS (EU Co-ordinating Office for Palestinian Police Support) having supported the development of the Gender Strategy of Palestine²¹, aiming to ensure that the police service is responsive and committed to gender issues.
- EUAM Ukraine provided targeted advice and support for the fight against domestic and gender-based violence, which resulted in the establishment of a gender focal point’ network in the Ministry of Interior and its subordinated agencies.
- EULEX Kosovo (EU Rule of law Mission) worked with Kosovo authorities to address the need for improvements in legal provisions, infrastructure and procedures (including the collection of evidence) for cases of SGBV as well as in responding to domestic violence.
- EUCAP Sahel Mali (EU Capacity Building Mission) supported the establishment of a gender unit in the police service, which will collect data on SGBV, provide training, fight discrimination and promote gender equality among Malian police. Colombia (alongside the Philippines and Kosovo) is one of the three pilot countries under action gender-sensitive transitional justice, in the area of conflict-prevention and peace-building under the IcSP, Article 4.

2.2.2. Commission services in charge of International Cooperation and Development

²¹ This designation shall not be construed as recognition of a State of Palestine and is without prejudice to the individual positions of the EU Member States on this issue."

See full report in Annex

The units working in the field of international cooperation and development, reported on 90 new actions (92 in 2016) contributing to **GAP II thematic priorities B**, physical and psychological integrity, C, economic and social empowerment and D, voice and participation. Compared to 2016, the 2017 reports show an increase in the selection by headquarters of GAP II thematic priorities and objectives. **24 actions contributing to thematic priority B** (physical and psychological integrity) and its objectives have been mentioned. Three actions centred on conflict resolution from a gender-sensitive perspective, and on mixed migration flows in East Africa, with special attention to women and girls as vulnerable migrants, seven actions aimed at eradicating FGM, addressing human trafficking and the protection of migrant children, and peacekeeping and peacebuilding in Guinea Bissau. Eurosociat+, which focuses on gender policies, was reported in the Americas region. In the Asia and Pacific region, efforts to protect children affected by migration, and women migrants' labour rights and opportunities, were reported.

Out of the **32 actions that contribute to the thematic priority C**, economic, social and cultural rights - economic and social empowerment, (advancing and strengthening women's economic and social empowerment), **14 actions were taken at global level**. These, focused on education, access to sustainable energy, environmental and climate change issues, migration (labour migration, migrants' rights and protection of refugees) and labour rights. Actions to strengthen quality education, included support for internally displaced girls and boys in Ethiopia and Somalia, and actions to improve the quality of learning environments and resilient teachers. In addition to education, land rights and intercultural dialogue and culture were the focus of actions in the Asia and Pacific region.

In the frame of thematic **priority D, political and civil rights - voice and participation**, **34 actions were reported to strengthen women's representation and political voice, and to realise objectives 17 (participation in governance processes) and 19 (challenged and changed social norms)**. These included, for example, enhancing women's political participation in national parliaments and subnational elected offices in Morocco and Benin. Changing discriminatory gender practices received attention under three actions developed in the West and Central African region to enhance religious pluralism and peacebuilding through cultural practices and change the discriminatory beliefs at the roots of FGM; and initiatives to prevent son preference and gender-biased sex selection in Asia and the Caucasus. Other actions were on climate change and sustainability and protecting refugees and host communities in the Middle East.

Launching of the EU-UN Spotlight Initiative

See full details in Annex

Conceived by Commissioner Mimica and built on the **EU-UN strategic partnership**, in 2017, the EU launched the Spotlight Initiative, a joined-up action, backed up by an unprecedented financial commitment of EUR 500 million, aimed at eliminating all forms of violence against women and girls (VAWG) in partner countries from five regions: Asia, Sub-Saharan Africa, Latin America, Caribbean and Pacific.

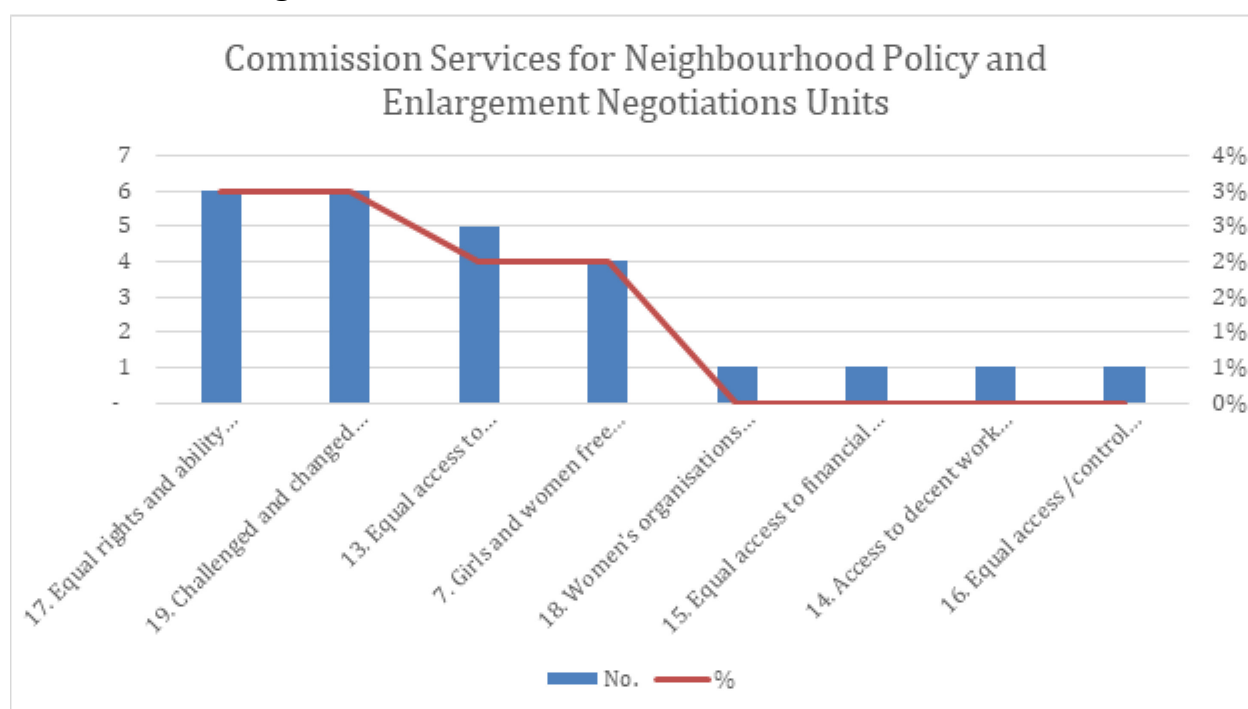
Announced by Commissioner Mimica and UN Deputy Secretary General Amina Mohammed at the Foreign Affairs Council, Ministerial meeting of 19 May 2017, the Spotlight Initiative was
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launched formally on 20 September 2017, during the UN General Assembly in New York. It is supported by a Multi-Donors' Trust Fund, managed by the UN.

Based on the existing evidence, the Spotlight Initiative focuses on specific types of violence that – at macro-level – can be considered prevalent or that prominently emerge in certain regions:

- 1) Trafficking in human beings and sexual and economic (forced labour) exploitation, including on migrant domestic workers in Asia,
- 2) Domestic violence in the Pacific region,
- 3) Sexual and gender-based violence in Sub-Saharan Africa,
- 4) Femicide in Latin America,
- 5) Domestic and family violence in the Caribbean region.

2.2.3. Commission services in charge of Neighbourhood and Enlargement Negotiations



See

full report in Annex.

Seven units reported a total of **24 actions contributing to GAP II, amounting to 11 % of all actions. 13 actions fell within the political and civil rights (priority D), eight within, economic, social and cultural rights (priority C), and four within physical and psychological integrity (priority B), while some actions address more than one thematic priority.** Six actions each address objectives 17 (participation in governance processes) and 19 (challenges and changed social norms), followed by five and four actions respectively for objectives 13 (equal access to education and VET) and 7 (girls and women free from violence).

Actions had a **multi-country focus**, with one exception, namely an action to enhance women's rights and gender equality in Libya. There was a strong focus on media-related action (9 actions) in the Neighbourhood South countries, such as, enhancing a gender-responsive film sector in Algeria, Jordan, Lebanon, Libya, Morocco and Tunisia, widening the audience for film tackling social and gender issues in the Mediterranean region, and promoting the role and image of women in the

Southern Mediterranean audio-visual sector. Support to civil society dialogue and consultation was also featured. Improving youth skills and increasing employability featured prominently in the eastern Partnership countries. Two research actions on gender equality in public administration were supported, one in the southern neighbourhood and one in the Western Balkans. Technical assistance to public administrations, through the TAIEX Instrument,²² was the focus of several actions in the eastern neighbourhood.

Nine actions were not linked to any GAP II Indicators. The **most selected indicator was 19.4 (number of communities abandoning discriminatory practices)**, with 6 actions, followed by indicator 17.1, (proportion of seats held by women in national parliaments), with 3 actions. Of the 8 GAP II indicators selected, most were aligned to the EURF and the SDGs.

2.2.4. Commission services in charge of European Civil Protection and Humanitarian Aid Operations

See full report in Annex.

Several of the objectives outlined under each of the three thematic priority areas of the GAP II have specific implications for humanitarian action, especially objective 9 on protection from gender-based violence in emergencies. In addition to objective 8, two other thematic objectives were selected as priorities: 12 (nutrition) and 13 (access to education and VET). As not all indicators fit within the humanitarian mandate, reporting only takes place on a selected number of indicators.

The EU allocated almost €22 million for the prevention of and response to sexual and gender-based violence.²³ Actions funded by the EU target people in the largest crises worldwide, e.g. in Bangladesh, Democratic Republic of the Congo, Greece, Iraq, Nigeria, Somalia, Syria, and Turkey.

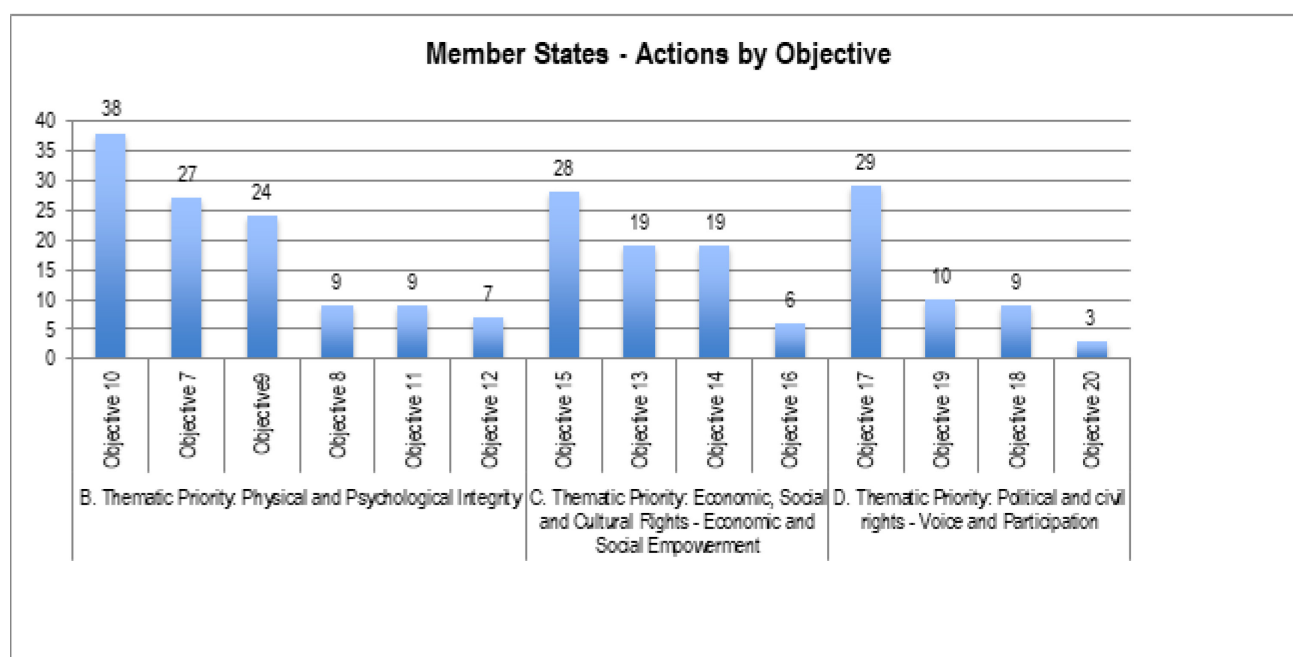
In June 2017, the EU took the leadership of the global initiative **Call to action on protection from gender-based violence in emergencies (Call to Action)** and will lead it until the end of 2018, to be succeeded by Canada. In the frame of objective 12, the EU funds both nutrition-specific severe acute malnutrition treatment projects and nutrition-sensitive prevention projects in the sectors of health, food assistance and WASH. In 2017, €130 million were allocated to nutrition projects reaching almost 17 million beneficiaries (mainly children under 5 and women of reproductive age). On the third selected objective (13), in 2017 the European Union dedicated 6 % of its budget to Education in Emergencies (EiE). Besides the humanitarian budget, in 2017 the EU also managed education in emergencies funding through the Emergency Support Instrument in Greece and the EU Facility for Refugees in Turkey, amounting to nearly €96 million to support education in emergencies globally. In 2017, 1.14 million girls and boys benefited from this assistance. The EU also continued to raise awareness of the importance of quality education in crisis and forced displacement contexts.

2.3. Member States

22 Member States reported on progress towards achieving on institutional culture shift objectives, 14 Member States only reported on progress on thematic objectives, and 13 completed the action contribution to GAP II sheet, while one Member States submitted its report in a different format. In 2016, the same number of Member States reported.

²² Technical Assistance and Information Exchange instrument of the European Commission (TAIEX) supports public administrations re the approximation, application and enforcement of EU legislation and facilitates EU best practice sharing.

²³ Estimated total number of direct beneficiaries of protection results where SGBV is a subsector.



Member States reported a total of **258 actions contributing to GAP II**: 115, 86 and 57, respectively under thematic priorities B, C and D. **Objectives 10 (equal access to quality health care services), 15 (equal access to financial services), and 17 (free from violence)** were the highest scoring objectives with 38, 29 and 28 actions, respectively. In 2016 the number of actions was 284. A total of **94 GAP II indicators were used to track progress** on thematic objectives, which is already a positive change with regards to 2016 when they were barely used. Like in 2016, actions ranged from one-year projects to multi-country programmes.

Actions contributing to **thematic priority B, physical and psychological integrity, focused on objectives 10 (access to quality healthcare), 7 (free from violence) and 9 (protection from violence in crisis situations)** were the most reported on, especially by two Member States (**Luxembourg and Portugal**), which registered 35 and 36 actions respectively under this priority. Actions focused mostly on supporting women and children in humanitarian contexts, such as **Gaza, Jordan, Syria and Western Sahara** through the provision of basic healthcare (including mental health services), improving access to durable shelter and access to education. Food security, protecting livelihoods and building resilience, and improving child nutrition in **Mali and Niger** were covered by actions under objectives 8 (trafficking), 11 (control over sexuality and sexual and reproductive health), and 12 (nutrition).

Objective 15 (access to financial services) was the highest scoring under thematic priority C, economic, social and cultural rights - economic and social empowerment, with 28 actions, followed by objectives 13 (access to education and VET) and 14 (access to decent work), with 19 actions each. Programmes reported in 2017 under objective 15, centred on empowering women economically in conflict and post-conflict affected areas, for example in the Middle East and North Africa (**MENA**), with a focus on strengthening women's entrepreneurship and the enjoyment of equal rights in the world of work, including supporting women entrepreneurs in the field of tourism and as drivers for positive social change. Other actions sought to empower refugee women through improved food security and water supply, and through poverty reduction.

Enhancing women's role in sustainable peace building, and in supporting crisis prevention, and post-crisis stabilisation was the focus of two actions under thematic priority D, political and civil rights -

voice and participation. Gender equality and access to justice, human rights education for girls and boys, women and men, as well as targeted support to EU accession and pre-accession countries to comply with the EU *acquis communautaire* on gender equality were the overarching themes for this priority. Actions focused on enhancing the role of women as mediators in peace negotiations, their representation and presence in parliaments, and on corporate boards.

3. OTHER COMMISSION' SERVICES CONTRIBUTING TO GAP II²⁴

4.1. Commission' services in charge of Trade

See full report in Annex.

EU's trade policy already integrates the gender dimension in some of its instruments:

- All recently negotiated trade agreements include a trade and sustainable development chapter²⁵, which contains, *inter alia*, commitments on the ratification and implementation of fundamental International Labour Organisation (ILO) conventions relevant for gender equality in employment.
- Effective implementation of 27 core conventions on human and labour rights, environmental protection and good governance is required from the beneficiaries of the EU's so-called "GSP+" system.²⁶
- The gender dimension is systematically included when the EU assesses the effectiveness of its trade agreements (impact assessments before the negotiations start, sustainability impact assessments during the negotiations and ex-post evaluations).²⁷

On 20 June 2017, the **European Commission, together with the International Trade Centre (ITC)**, organised an **International Forum on Women and Trade** to further discuss the possibilities for an inclusive trade policy.²⁸ The forum was widely attended and has helped catalyse further reflection and work on this topic, including, the recent progress report on EU trade policy strategy '**Trade for All**'²⁹ as well as the renewed EU **aid for trade strategy**³⁰, which include gender-related aspects. In the same month, the Commission's services in charge of Trade and the Joint Research Centre published an analysis of the link between women's jobs and EU exports. The analysis reveals that while exports provide substantial employment opportunities for women across the EU (amounting to almost 12 million jobs in 2011) a gender gap, to the disadvantage of women, persists.³¹ In the international arena, the EU actively supported the adoption of the Joint Declaration on Trade and Women's Economic Empowerment on the Occasion of the WTO Ministerial

²⁴ Other Commission services that carry out external action contributed information to this report. This section includes the answers of those services that replied to the request.

²⁵ Deep and Comprehensive Free Trade Agreements with Georgia, The Republic of Moldova and Ukraine, as well as Free Trade Agreements with Canada, South Korea, Colombia-Peru and Central America and recently concluded agreements with Singapore, Vietnam and Japan.

²⁶ The Special Incentive Arrangement for Sustainable Development and Good Governance of the Generalised Scheme of Preferences.

²⁷ For more details, see: Sustainability Impact Assessment Handbook

http://trade.ec.europa.eu/doclib/docs/2016/april/tradoc_154464.PDF and guidelines on the analysis of human rights impacts in impact assessments for trade-related policy initiatives

²⁸ For more details, see: <http://trade.ec.europa.eu/doclib/press/index.cfm?id=1632>

²⁹ COM(2017) 491

³⁰ COM(2017) 667

³¹ Jose Manuel Rueda-Cantuche (DG JRC) and Nuno Sousa (DG TRADE) 2017: Are EU Exports Gender-Blind?, available at: http://trade.ec.europa.eu/doclib/docs/2017/june/tradoc_155632.pdf

Conference in Buenos Aires in December 2017³². The Declaration was supported by 120 WTO members and observers.

³² https://www.wto.org/english/thewto_e/minist_e/mc11_e/genderdeclarationmc11_e.pdf

4.2. Commission services in charge of Research and Innovation

See full report in Annex.

In its conclusions of 1 December 2015 on advancing gender equality in the European research area (ERA), the Council of the EU invited the Commission and Member States to consider including, among others, a gender perspective in dialogues with third countries in the area of science, technology and innovation (STI). Following up on these conclusions, **gender equality in research and innovation** was included in the agendas of Joint Science and Technology Steering Committees, with **Chile, Argentina, India and Mexico**, so far.

The Commission services active in the area of Research and Innovation provide input for the discussions on the topic of **women in science, mathematics, engineering and technology** that have taken place at **G7 level** (Japan 2016 and Italy 2017), as well as **G20 level** (2016 STI Ministerial meeting and the Carnegie meeting in China). They were also involved in the **TAIEX** (Technical Assistance and Information Exchange instrument) workshop on the Gender dimension in science and research organised in Mexico City on 15-16 May 2017.

The **Horizon 2020** funding programme is the core instrument at EU level to support and leverage research and innovation cooperation with third countries. In the area of gender equality, the project **GENDERACTION**, launched in April 2017 and supported through the ‘**science with and for society**’ (SWAFS) programme, includes a specific objective on building new collaborations to advance gender equality in international cooperation in science, technology and innovation.

Finally, several gender-related projects funded under Horizon 2020, and the **Seventh Framework Programme, have involved third countries as partners**. Most notably, the Horizon 2020 GENDER-NET Plus ERA-NET Co-fund was launched in September 2017 with 16 partners. It will develop joint activities and co-fund selected transnational research projects, which integrate a gender dimension in topics exploring interactions and interdependencies between SDG 5 (gender equality) and one or more of the following SDGs: SDG 3 (good health and well-being), SDG 9 (infrastructure, industrialization and innovation, and SDG 13 (climate action).

4.3. Commission’ services in charge of Agriculture and Rural Development

See full report in Annex.

Regarding the institutional culture shift, no specific policy is ongoing for the moment, and the services are still working towards having more women in middle management positions, while not being far away from the target of 40%.

The external relations of the Commission services in charge of Agriculture and Rural Development are strongly related to FAO and G20.

The Commission services have followed the special event on ‘Leaving no one behind: achieving gender equality for food security, nutrition and sustainable agriculture’³³, organized during the FAO 40th Conference, in July 2017.

³³ <http://www.fao.org/fsnforum/news/leaving-no-one-behind-achieving-gender-equality-food-security-nutrition-and-sustainable>

The Commission services have also followed the preparation of the EU position on the 44th Committee on World Food Security, and in particular the item ‘Forum on women's empowerment in the context of food security and nutrition’. In this context, the EU position was fully in support of gender equality, the full realisation of women's rights and the empowerment of women and girls as necessary in achieving food security and nutrition objectives. The Commission services participated also in the Ministerial Conference in Rome, in July.

In cooperation with the G20, the EU supported the Agriculture Ministers’ Declaration 2017 ³⁴ (Towards food and water security: fostering sustainability, advancing innovation) on the Implementation of the agenda for sustainable development. In it, the group underlined ‘that sustainable and resilient agriculture contributes significantly to achieving a wide range of SDGs, including through its links to food security and nutrition, poverty eradication, health, women’s empowerment, employment, economic development, climate change and the environment, including soil and biodiversity’. The group adopted an action plan in which they commit to ‘strengthen our efforts to improve the ICT skills of farmers and farm workers via training, education and agricultural extension services with a particular focus on smallholders, women and youth’.

4.4.Commission’ services in charge of Mobility and Transport

During 2017 the Commission services in charge of mobility and transport was very active in promoting the rights of women in transport and mobility through setting a clear platform for the EU as well as influencing international discussion.

The **Women in Transport – EU Platform for Change**³⁵ was launched in November 2017 and received good visibility during the proceedings at the International Transport Forum summit May 2017.

The Commission services in charge of mobility and transport took an active role in several key international events, for example it moderated a roundtable at the networking breakfast, Getting women on board, at the **International Transport Forum summit, in May 2017**. The participatory session gathered around 80 women from around the world to discuss the opportunities and difficulties women face in transport-related professions, and identify policy measures that can help overcoming discrimination. The Women in Transport – EU Platform for Change,³⁶ which was still being planned at the time, was presented at the forum.

Commission services in charge of mobility and transport were **associated with the preparatory briefing for the G20 meeting in Hamburg, on 7 and 8 July 2017**. Subsequently, the G20 Leaders’ Declaration, **Shaping an interconnected world**³⁷, refers to **women’s empowerment and to ‘women’s access to labour markets** through provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.’

The **G7 Transport Ministers meeting in September 2017 adopted two Declarations** which both include a reference to women, as a result of contributions made by Commission services in charge of mobility and transport³⁸.

The two declarations are:

³⁴ <http://www.g20.utoronto.ca/2017/170122-agriculture-en.html>

³⁵ https://ec.europa.eu/transport/themes/social/women-transport-eu-platform-change_en

³⁶ https://ec.europa.eu/transport/themes/social/women-transport-eu-platform-change_en

³⁷ <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.pdf>

³⁸ http://www.mlit.go.jp/en/kokusai/kokusai_fr1_000027.html

- The 'Basic Strategy for Developing New Transport Infrastructure and Renovating Aging and Deteriorated Transport Infrastructure', which states, '**We also agree to promote women's active roles in transport infrastructure development as well as in the transport sector in general**, on the basis of the G7 Ise-Shima Leaders' Declaration'.
- The 'Development and Widespread Utilization of Advanced Technology for Vehicles and Road', which states, 'We especially recognise that practical application of automated and connected vehicles as well as related ITS technologies including for buses and trucks have the potential to contribute not only to a reduction in quantity and scale of traffic accidents, but also to reduce traffic congestion, improve efficiencies including logistics, reduce environmental and health impacts, **alleviate driver burdens and expand opportunities (in particular for women, in line with the G7 Ise-Shima Leaders' Declaration)**'.

5. CONCLUSIONS and WAY FORWARD

There is **clear evidence that over the last year the GAP II objectives have become more integrated into the work of EU actors** and that **progress has been made in the implementation of GAP II** across all its priority areas, both the institutional culture shift and the thematic objectives. Implementation has gained from the enhanced **leadership and management ownership** of GAP II among EU actors and services.

The relevant 2017 reports submitted by EU delegations note **a striking increase in the alignment with GAP II thematic priorities and objectives and in the number of actions reported by all EU actors and institutions**, contributing to GAP II. This corresponds to a **greater alignment of the EU activities in external relations to the Agenda 2030** and means they are working towards reaching its Sustainable Development Goals.

Alignment with GAP II indicators has also grown significantly since 2016. Access to financial services), combatting violence against women and girls and promoting participation in governance processes were targeted by most EU delegations. By contrast, the top three objectives focused on by Commission services' and the European External Action Service's actions were education and training, challenged and changed social norms and decent work. Conclusive deductions are hard to draw from such a wide range of actors and actions, but it seems that the 2017 reports included many **more actions in non-traditional 'gender-specific' areas**. Generally speaking, while decent work, support to women's organisations and other civil society organisations and Human Rights Defenders received greater attention than in 2016, they are still quite low overall. The objective of mainstreaming gender in decision-making on climate and environmental issues received very little attention.

The results vary significantly across the geographical regions, but overall, there is a clearly enhanced engagement for gender equality, which has been **prominently included in EU political positions and dialogues with partner countries**. In addition to the cross-cutting gender dimension, the EU 2017 policy and political dialogues with partner governments included Gender Equality, Women's Empowerment, and Women, Peace and Security as a stand-alone agenda item, as well other gender-related themes, such as eliminating violence against women and girls, women's economic empowerment, and the roles of women in combatting radicalisation and in mediation for peace-building. The **gender dimensions of many other topics were discussed**, such as democracy, rule of law and decent work, and also climate change and trade – where gender-related questions are not always so easy to identify. The gender equality implications of several key sectors, such as public finances management, transport, and water and sanitation, and energy were also raised, but not as routinely as in other sectors.

There was an **increase in the number of burden-sharing measures** taken by the EU delegations together with Member States in partner countries. Such commitments were reported in almost half of the reports submitted, in contrast to slightly more than a quarter in 2016, indicating improved coherence and **coordination** among EU delegations and Member States in partner countries, as called for by **SDG 17**³⁹.

The GAP II therefore contributes to the strengthening of EU **joint programming** efforts, including a **joint analysis** of the country situation through a gender equality lens, followed by a joint response that sets out how EU development partners will provide support and measure progress. A joint

³⁹ Strengthen the means of implementation and revitalize the global partnership for sustainable development.

analysis and a joint response together constitute a **joint strategy that aims to improve the gender equality and the fulfilment of women and girls' rights in the partner country**.

This explains why the increase in reporting on the GAP II objective of fostering partnership between EU and stakeholders to build a national capacity for gender equality is highly significant. It testifies to the improved coordination and collaboration of the EU actors with national mechanisms responsible for gender equality (ministries and other bodies), but also with research centres, universities, civil society and the media.

The **use of gender analysis** in the formulation of all actions **is increasing**. Almost all EU delegations have commissioned country-level gender analysis studies, and many have acquired sector-specific gender analysis for key priority areas. Despite a limited capacity, there is also greater use of in-house and external gender technical assistance on a regular and/or *ad hoc* basis.

Lessons learned from the internal quality assurance process point to the **need for increasing clarity about concepts and simplification of procedures and methodologies** that allow gender to be integrated meaningfully into the planning and design of new projects and actions. Just as important, is the continued **availability of adequate and quality gender expertise** at every step of the process. Use of the OECD gender marker is not only a means to quantify the financial contribution to GEWE but also a way to identify gaps in capacity and to respond to them. Experience during the past year shows that close technical support provided in the early stage of the process can lead to a significant improvement in project design. However, continuous efforts and a substantial change of institutional culture are required, in order to be able to provide quality and timely thematic support to approximately 350 EU actions undertaken in any given year, as was the case for the Commission Services for International Development Cooperation.

The network of **confident, knowledgeable and active gender focal persons** contributed considerably to the effective implementation of GAP II in 2017. They have benefited from **greater management support and training**. However, their **responsibility for gender equality mainstreaming** often does not feature in their job descriptions nor in the necessary qualifications for the overall performance assessment of leadership positions. Differently from 2016, little progress appears in mainstreaming gender across all training programmes in 2017.

Progress is uneven, but mostly moving in the right direction to meet the **GAP II ambitious target – to mainstream gender across the 85% of all new EU initiatives** across all sectors by 2020. In those cases where there is progress, it is significant. However, concerted efforts continue to be necessary to build capacity, expertise and accountability on this objective, with a particular focus on key EU agenda areas, such as the European Investment Plan, security and migration.

It is clear that **efforts should be stepped-up by all EU actors, institutions and services** to reach the **five minimum standards of performance** as the prerequisite to successful GAP II implementation and progress towards gender equality and a transformation in the lives of women and girls. Given that very few EU delegations and MS Embassies reached all of these standards, the reasons have to be identified and addressed.

At partner country level, further progress is needed so that GAP II can develop into a tool to measure ambitious targets to reach the SDGs, ideally in full alignment with the partner country's national strategies.

5.1 Way Forward

- a) **Human and financial resources would need to be optimised** to ensure GAP II objectives and targets will be achieved by 2020. A key action is assigning responsibility for gender mainstreaming in job descriptions and requiring all staff to acquire knowledge of gender equality issues and how to use gender analysis, and, secondly, acknowledging and supporting the work done and time used by gender focal persons to facilitate the implementation of GAP II.
- b) **All staff should be required to use gender analysis** in the identification, formulation, implementation and monitoring of all actions. Resources need to be allocated to ensure the means for preparing and facilitating the use of gender analysis.
- c) **Sector-specific gender analysis would need to be fully integrated** into sectoral analysis for all priority areas, and regularly updated, to ensure all actions optimise their quality, effectiveness and sustainability.
- d) Much more should be done to **ensure that gender dimensions are incorporated regularly into actions and all policy and political dialogue on other important sectors**, such as employment, trade, public finance management, public administration reform, transport, energy, agriculture, environment, infrastructure, and ICT.
- e) **Greater priority** should be given to the integration of **sex-disaggregated data** through their prompt and thorough collection, storage, analysis and **use** in all EU actions, and their full and deliberate integration into core procedures (monitoring templates, work plans, etc.) and support to partner governments' national statistical offices.
- f) At the formulation and implementation phases, attention should be given to **the identification of gender-sensitive activities and indicators** to ensure that the planned action meets the needs and interests of all members in the community/ies affected, and leaves no one behind; and on the alignment of core institutional guidance with the standard requirements of the GAP II (e.g. ensure that sector indicators are gender-sensitive and ensure that gender-sensitive indicators are included in the to-be-revised EU Result Framework).
- g) It is important to provide clear guidance, adaptation and **support for the correct use of the OECD gender marker** as a means to improve quality of actions.
- h) **Mainstream all aspects of gender activities in all EU training**, especially pre-posting training – at all levels and in all sectors – and with a focus on core training, such as those on procedures, programme and project management; and include briefing sessions and refresh courses intended for mid- and high-level management.
- i) **Engage in gender-sensitive mentoring and sponsoring** within the EU services and in all EU Member States, would further encourage the institutional-culture-shift through improving the equal opportunities for promotion and career development for qualified staff, with special emphasis on women, to reach a better gender balance in middle and senior management positions.
- j) **Continue the strong cooperation with civil society organisations**, especially women's organisations, that play key roles in promoting and supporting gender equality and women's and girls' rights and empowerment.

- k) In view of the GAP II evaluation, a **methodology** will be defined for **measuring the GAP II contribution towards the achievement of SDG 5 and Agenda 2030**.