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Annex to the

**COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN
PARLIAMENT AND THE COUNCIL**

Gender Equality and Women Empowerment in Development Cooperation

[COM(2007) 100 final]

COMMISSION STAFF WORKING DOCUMENT

Gender Equality and Women Empowerment in Development Cooperation

In this document you will find the annexes of the Communication from the Commission to the European Parliament and the Council "Gender Equality and Women Empowerment in Development Cooperation

ANNEX I

References

- (1) Such as the Convention on the Elimination of All Forms of Discrimination against Women (1979), the Cairo Programme of Action (1994 and 2004), the Beijing Platform for Action (1995 and 2005), and the Declaration of the Millennium Development Goals (2000).
- (2) The European Consensus on Development, Joint Statement by the Council, the Governments of the Member States, The European Parliament and the Commission; November 2005
- (3) These common principles are: ownership and partnership; in-depth political dialogue; participation of civil society; gender equality; addressing state fragility.
- (4) As it is the case in the Cotonou Agreement. Gender provisions also appear under the financial perspective 2007-2013 in the different instruments for external assistance. Furthermore, in the Africa Strategy, issued in 2005, the EU commits itself to fully take into account Gender Equality in all partnerships and as an element in all national development strategies. The Barcelona Declaration on the Euro-Mediterranean Partnership and the related Five-year Work Programme agreed at the tenth anniversary of the Euro-Mediterranean Summit in November 2005 also includes strong provisions on the promotion of Gender Equality.
- (5) Roadmap for Equality between women and men, Communication from the Commission to the Council, the European Parliament, the European Economic and Social committee and the Committee of the Regions; March 2006
- (6) Those six priority areas are: achieving equal economic independence for women and men; enhancing reconciliation of work, private and family life; promoting equal participation of women and men in decision making; eradicating gender-based violence and trafficking; eliminating gender stereotypes in society; promoting gender equality outside the EU.
- (7) The 'Programme of Action for the mainstreaming of Gender Equality in Community Development Cooperation; Communication from the Commission to the Council and the Parliament; 2001' aimed at raising the capacity of the EC to promote Gender Equality and identified the tool of gender mainstreaming to achieve this.

- (8) The EC and the United Nations Development Fund for Women (UNIFEM) have a regular dialogue on gender issues.
- (9) Source: United Nations Development Programme (UNDP) Human Development Report
- (10) Women are disproportionately affected by poverty - they constitute approximately 70% of the world's poorest people.
- (11) In many parts of the world, women's civil and political rights are not respected and women's participation in the political sphere remains marginal. Political and socio-economic obstacles as well as ideological and psychological hindrances explain women's marginal role. Furthermore, in several countries in Asia, women's right to life is violated through selective abortions on the basis of the baby's foreseen sex or the killing of baby girls. It is estimated that worldwide, there are 100 million missing women.
- (12) Resolution 1325 (2000), adopted by the Security Council at its 4213th Meeting, on 31 October 2000.
- (13) Gender inequalities are growing towards higher levels of education and research/scientific life. Nevertheless there are some outstanding role models of high achievers, including in research.
- (14) United Nation Girl's Education Initiative, "A new global partnership meets an old global challenge", UNESCO figures 2000.
- (15) Education for All, Global Monitoring Report, 2006
- (16) Women are also particularly subject to physical stress associated with the gathering of environmental resources and are most vulnerable to indoor air pollution. Such burdens can make them less fit to bear children, with greater risks of complications during pregnancy (MDGs 3, 4 and 5). Women also play a determining role in the protection of environment and the sustainable management of natural resources (MDG 7). In many regions of the developing world they bear major responsibility for domestic food production as well as for protection of soils and other natural resources. This makes them key players in the food security sector.
- (17) Within the Euro-Mediterranean Partnership, in 2006 Ministers agreed upon a comprehensive set of actions for the promotion of women's rights and gender equality in the civil, political, social, economic and cultural spheres in the region (Istanbul conclusions and related framework for action).
- (18) To take a number of examples: in Jordan the "Women in Parliament" project (2001-2003) funded by the EC increased public awareness of the role of women in decision-making and supported women candidates during the elections by working with the media and other decision-makers to change traditional stereotypes. Again, EC funding for the African film project "Mama Africa" helped to draw international attention to the situation of women in Africa. Information on further projects supported by the EC within the Gender Budget Line can be found in the Overall Assessment of Operations Funded under Council Regulation 2836/98 on Integrating of Gender Issues in

Development Cooperation, and on the EuropeAid website. In addition to the Gender Budget Line the European Initiative for Democracy and Human Rights (EIDHR) has supported several projects promoting women's rights: i.e. in 2006 women's rights were addressed through themes of trafficking of women and of the rights of vulnerable groups in armed conflict. The latter focuses on gender-based violence – 18 projects were selected for an overall amount of €10.8 million. However, in addition to gender-specific activities, gender equality is mainstreamed throughout projects and programmes under geographical instruments.

- (19) At the European Commission in 2005-2006 more than 1000 persons working in Headquarters or in Delegations received gender training. 25 gender workshops took place in EC Delegations, a package of methodological tools is now available and easily accessible to staff (Toolkit on mainstreaming gender equality in EC development cooperation). The wide scope of participation provided opportunity for dialogue and exchange of views between the EC and its partners, since the workshops are attended by EC delegation staff, and national counterparts, national institutions for the promotion of gender equality, NGOs, other donors and international agencies. An innovative online course which offers the possibility to learn about mainstreaming gender equality in development cooperation has been launched in 2005.
- (20) For example many women do not have the right to own land or other assets; they cannot get loans or credit because they have no collateral; they can not leave abusive husbands because they are dependent on them for their economic survival and social status.
- (21) This is true for most of the national development strategies as well as the EC country strategies.
- (22) Promoting gender-awareness and addressing constraints to social and economic development sensitive to the social role of men and women has also played a role in international scientific cooperation. The external monitoring of progress with 'engendering' research agendas in practice points to some achievements. At the simplest level, equal opportunities for women in science have received more attention than in the past. Even more importantly, some progress is noted in addressing gender concerns as part of the research agenda itself. Despite advances, this review indicates that important opportunities remain for more systematic improvements.
- (23) The EU has a long-standing commitment to promoting gender equality, enshrined in the Treaty since 1957. The Community legal framework ensures that women and men are equal before the law.
- (24) The EU will also use other political tools, e.g. demarches or declarations on specific issues.
- (25) Source: www.fao.org/gender/en/Facte/FL9806-e.htm
- (26) In the case of EC delegations that means Tool 6.9 in the 'Toolkit on mainstreaming Gender equality in EC development cooperation' – see annex IV. The same applies to the project formulation phase (Tool 6.11 of the same Toolkit – see Annex V.).
- (27) Community Based Organisation

- (28) Gender sensitive indicators measure the gap between females and males in a particular sector, and gauge progress towards improvements in the sector. To develop them information about the status/ activity of women relative to men is required. Data has to be disaggregated by sex.
- (29) The African Gender and Development Index (AGDI), which is collected for all African countries by UNECA, provides a most useful example of a comprehensive list of gender indicators encompassing capabilities, economic opportunities and political voice.
- (30) Within the framework of the European Development Fund, the Development Cooperation Instrument and the European Neighbourhood and Partnership Instrument.
- (31) Such partnership agreement has already been concluded with UNIFEM and ILO for the period 2007-2009. The project 'Building capacity and improving accountability for gender equality in development, peace and security' aims to incorporate gender equality into the programming process in twelve selected countries, and to mainstream UN Security Council Resolution 1325 into conflict prevention and peace building initiatives in four selected countries.
- (32) Communication on the thematic programme for human and social development and the financial perspectives for 2007-2013 of 25 January 2006 – COM(2006)18.
- (33) Communication on the "Thematic Programme for Environment and Sustainable Management of Natural Resources including Energy" of 25 January 2006 – COM(2006)20
- (34) Communication on a "Thematic Strategy for Food Security" of 25 January 2006 – COM(2006)21
- (35) Regulation (EC) n° 1889/2006 of the European Parliament and of the Council of 20 December 2006 on establishing a financing instrument for the Promotion of democracy and human rights worldwide.
- (36) Regulation (EC) n° 1717/2006 of the European Parliament and of the Council of 15 November 2006 establishing an Instrument for Stability.
- (37) OECD, Member States, national women's machineries from developing countries, other key stakeholders from partner governments, human rights organisations and women's NGOs, relevant UN agencies.

ANNEX II

Understanding Gender Equality

Gender inequality is part of the direct living experience of a large proportion of the world's women. Understanding just how inequality impacts on women's lives is an essential precondition for developing a strategy to combat this phenomenon. The following domains will be examined: governance including the role of women in conflict situations, employment and economic activity, education, health and gender-based violence.

1. GOVERNANCE

Weak governance structures or fragile governance processes generally correlate with higher levels of poverty and more significant gender inequalities¹. The rule of law, accountability, transparency, the observance of basic human rights, the right to participate in democratic processes are all core elements of good governance and as such profoundly affect women's and men's daily lives.

However, despite an increasing influence on governance mechanisms, institutions and broader political debates as decision-makers, women still tend to be marginalized, not only in parliaments but especially in the executive and judicial arms of the administration in much of the developing world. For example, although women constitute half the electorate, women hold only 12% of parliamentary seats worldwide². Furthermore, women are often discriminated against in terms of inheritance rights, in ownership of property and in access to credit. Legislation in place has to be accompanied by efficient law enforcement: even where the law guarantees equality to women, discriminatory practices or established custom may prevent the strict application of the law.

One of the aspects of governance where women can play a key role is the building of sustainable peace. Countries emerging from conflict provide a unique opportunity to rebuild constitutions, legal frameworks and institutions from a gender equality perspective. Women's experiences and perspectives, as well as their full participation throughout the peace-building process are an essential part of the inclusive democracies required for a sustainable peace. Though, women are all too often regarded not as change agents, but as victims in the context of conflict and post-conflict situations. In this respect the consideration of women's specific needs in post-conflict situations and their role in the reconstruction and peace-building processes have to be fully incorporated as part of the peace-building paradigm, in conformity with UN Security Council Resolution 1325³.

2. EMPLOYMENT, TRADE, ECONOMIC ACTIVITY

Gender inequalities in the labour market persist in terms of access to formal employment and level of pay as well as a disproportionate share of labour in the informal and rural economy

1 UN Inter-Agency Meeting on Women and Gender Equality and OECD/DAC Working Party on Gender Equality, Workshop on Governance, Poverty Reduction and Gender Equality, April 2001

2 Equality In Practice, DFID Report, 2000, Womankind Worldwide. Furthermore women hold only 1% of executive positions in the world's biggest international corporations.

3 Resolution 1325 (2000), adopted by the Security Council at its 4213th Meeting, on 31 October 2000.

i.e. without any social protection. Trade liberalisation has increased total employment, and therefore female employment, in a number of developing countries. Evidence also shows that many women have benefited from higher and more equal wages, higher standards, better working conditions and higher social standing in society. However, these benefits are not always distributed evenly. In certain sectors in particular countries, uncompetitive industries can lead to localised unemployment. Depending on the sector, this can affect predominantly women or predominantly men. Furthermore, not all companies in developing countries meet the same high labour, health and safety standards as seen in developed countries.

Women in agriculture form a large number of population in most of the developing countries. 60-80% of poor women and men in developing countries live and work in rural areas, many of them in the informal economy. In many cases women farmers are trying to make an existence on marginal lands, with little education and no access to agricultural and financial resources. Different studies prove that targeting women in agricultural technology dissemination can have a greater impact on poverty reduction than targeting men.

Women's talents still remain an under-utilised resource despite the fact that entrepreneurial activity amongst women is very likely to increase the sustainability of a country's economic growth. This is because women have a greater tendency to reinvest their earnings to the benefit of their family, in such things as nutrition, health and education. Women constitute half of the adult labour force and any denial of their equal access to the labour market is a great obstacle in the fight against poverty. If policy does not endeavour to narrow down the gender inequality gaps between men and women, gender gaps may even widen in terms of access to employment and quality of employment.

3. EDUCATION AND TIME BURDEN

Persistent gender inequalities prevail as regards access to education in most developing countries. Of the more than 103 million children worldwide who are not in school, 57% are girls⁴. Of the world's 771 million illiterate adults, almost two thirds are women.⁵ Girls also constitute the majority of children who drop out of school due to marriage, becoming pregnant, due to mobility and security issues, or simply because educating them is not considered to be of value. Furthermore, HIV/AIDS is creating new barriers preventing girls from pursuing their education, especially in sub-Saharan Africa. Girls are often the first to be taken out of school to care for sick family members or to take responsibility for siblings. A sudden increase in poverty often means that schooling for girls is no longer a possibility in countries where it is already not a priority.

With respect to disparities in educational choices it appears that globally girls tend to enrol in non-scientific and non-technical disciplines, and that these disparities are reflected in gender-based occupational segregation and consequent rigidities in the labour market.

Time burden on women and girls is closely linked both to employment and education: Women's and girls' ability to go to school, to work and to participate in civic activities is often limited by their responsibilities at home. Routine tasks such as drawing water, collecting firewood or walking to a market can take hours, not minutes.

⁴ United Nation Girl's Education Initiative, "A new global partnership meets an old global challenge", UNESCO figures 2000.

⁵ Education for All, Global Monitoring Report, 2006

The time burden on women and girls can be dramatically reduced with the appropriate infrastructure: efficient energy sources, accessible and affordable transportation, and water and sanitation systems. Cooking fuels such as kerosene and liquefied petroleum gas are recognized as good substitutes for traditional biofuels because of their higher thermal efficiency and relative lack of pollutants. Feeder and main roads can greatly expand women's opportunities, especially when combined with accessible and affordable modes of transportation. Finally, increasing women's participation in the design and implementation of infrastructure projects can help overcome obstacles to access and affordability.

4. HEALTH

In the field of health, the main area where serious Gender Equality concerns exist is the sphere of sexual and reproductive health and rights (SRHR). Most health indicators in SRHR are especially worrying: high maternal mortality, low prevalence of contraceptive use and low percentages of births in the presence of skilled birth attendants. This is largely due to insufficient donor funding and political commitment. Therefore, it is crucial to invest in SRHR. Not only does an increased investment in SRHR constitute a basic human right, it also produces many concrete benefits. These extend from improving the overall health of individuals and families, to promoting economic growth, and contributing to Gender Equality and social inclusion.

Many of the modest gains in women's health realized in recent decades are now threatened by the HIV/AIDS pandemic. In addition, the linkage between HIV/AIDS and SRHR becomes evident as the majority of HIV infections occur through sexual contact or are associated with pregnancy, childbirth or breast-feeding. The rates of HIV infection among women and girls are a cause for deep concern. In Sub-Saharan Africa, sixty percent of HIV positive adults are women and in the 15-23 age group, 75% of persons newly infected with HIV are girls. Due to their lower social status, women and girls, cannot negotiate the use of male or female condoms with their partners, abstinence or monogamy from or with their partners and therefore become infected themselves. The practice among older men to have sexual relations with young virgin girls in the belief that this will cure them of HIV is also an illustration of the lack of gender equality in many parts of the world.

Women have a dual vulnerability to sexually transmitted diseases, like HPV (Human papilloma virus) and HIV, both biological – as they are twice as likely as men to be infected through a single act of unprotected sex – and social – given gender inequities. Beyond the toll borne by individual infected women, the burden of caring for those with HIV-related illness and for children orphaned by AIDS typically falls on women and girls. Providing care often comes at the expense of income-generating activities that would improve the family's financial situation and the woman's own status. HIV-affected women and families are increasingly impoverished, which further increases their vulnerability to HIV.

Microbicides and vaccines are the most promising technologies on the horizon. For women, who often lack the power to ensure the use of condoms or other preventive measures, they would be a particularly important defence against infection. For this reason, the European Union includes the AIDS vaccine and microbicide R&D within broader development and gender equality agendas.

Gender discrimination is linked to another major health problem for girls and women: obstetric fistula, which is associated with early marriage. Women often lack the power to prevent unwanted pregnancies or to space their pregnancies. Childbearing before the pelvis is

fully developed, as well as small stature and general poor health, are contributing physiological factors to obstructed labour, which can cause Fistula. The consequences are life shattering: the baby usually dies, and the woman is left with chronic incontinence. Because of her inability to control her flow of urine or faeces, she is often abandoned or neglected by her husband and family and ostracized by her community. The World Health Organization estimates that more than two million women are living with fistula in developing countries; an additional 50,000 to 100,000 new cases occur each year. These figures are based on the number of women seeking treatment, and are likely to be gross underestimates. In areas with high maternal mortality, fistula may occur at a rate of two to three cases per 1,000 pregnancies.

5. GENDER-BASED VIOLENCE, MIGRATION AND TRAFFICKING

Gender-based violence in all its manifestations (domestic violence, rape as a strategy of war, trafficking in human beings, honour crimes, harmful traditional practices such as female genital mutilation etc) not only violates women's their human rights, it is also a serious obstacle to the achievement of equality, development and peace. Violence against women is a global health crisis, and one which is strongly linked to the spread of HIV⁶.

Violence against women is above all a social mechanism and a manifestation of unequal power relations between men and women. The low social status of women can be both a cause and a consequence of gender-based violence. Addressing domestic and sexual violence directed against women should be a priority for legislative action by developing countries' governments. Very often, gender based violence is exacerbated in conflict/post conflict situations and following natural disasters. Women either fall prey to sexual assault or are forced into prostitution in order to save their lives or to obtain food for their families. Not only do laws have to be in place, they also have to be enforced. Collaboration between governments and civil society, including women's' NGOs, and local communities must be encouraged to raise the general level of awareness of this issue and support a systematic and multi-sectoral response to it.

Worldwide there are 175 million international migrants or approximately 3.5 per cent of the global population – about half of whom are women. It is true that migration can lead to a greater degree of economic and/or social autonomy for women and men, and the opportunity of challenging traditional or restrictive gender roles. Through migration, both men and women may develop skills or earn higher wages, some of which they can send back to their country of origin as remittances. However, migration can also entrench restrictive gender stereotypes of women's dependency and lack of decision-making power. The gendered division of labour in destination societies may result in women's skills being under-utilised, or lead women into sex work or domestic service, even if they had no intention of doing so on departure. In addition, services such as health, education and employment protection may be hard to obtain in destination countries, particularly if you are in informal (or indeed illegal) employment. Such service deficits can be particularly acute for women if they are unused to negotiating their rights to help when they need it, or if they face barriers of language and isolation. Trafficking of women is strongly related to migration and gender based violence, and it is a serious issue not only in developing, but also in developed countries.

⁶ Global Coalition on Women and AIDS, 2005
<http://womenandaids.unaids.org/themes/docs/UNAIDS%20VAW%20Brief.pdf>

ANNEX III

Specific interventions in support of Gender Equality

The following list of interventions is proposed for the European Commission and the Member States:

1. GOVERNANCE

- Encourage an increase in women's participation in decision making at all levels in governance structures (public and private) e.g. by offering incentives to meet quotas where appropriate.
- Ensure active promotion, through policy dialogue, of all women's and girls' rights in the CSPs.
- Support civil society participation in policy dialogue, formulation and monitoring of PRSPs and CSPs from a gender perspective.
- Support governments with good human rights/democracy record in their local efforts to introduce governance/rule of law reforms that promote and protect all human rights including women's rights.
- Provide support to women's movements to build capabilities in areas of leadership, policy analysis, campaign strategies, grass-roots organising as well as disseminate information on women's legal rights to popularise laws and increase public awareness.
- Ensure the widest possible participation in the follow-up to commitments made. (CEDAW, Cairo, Beijing, MDGs).
- Provide training for both national gender machineries and those members of the national administrations who are participating in the budgetary process (finance ministries).
- Promote the role of women as actors in conflict prevention, conflict and post conflict situations and during reconstruction and peace-building processes among others through their participation in establishing transition governments and reconciliation structures.
- Work actively to ensure that Resolution 1325 is followed up in all relevant international fora.
- In countries where appropriate encourage the development of national action plans to implement UN Security Council Resolution 1325.
- Increase the recruitment of women – both military and civilian – to peace operations.
- Support the development and use of gender sensitive indicators in the social sectors and also in the areas of employment, civil rights, incidence/prevalence of violence against women, right to inheritance/property, women's representation and participation in decision making.

2. EMPLOYMENT AND ECONOMIC ACTIVITIES

- Provide macroeconomic and infrastructure (mainly access to transport, water and energy) support in a way that it takes into account the gender perspectives.
- Support and encourage governments to revise their labour codes to establish equal treatment of men and women in the labour force. Examples to improve women's labour market position can include extending state benefits to informal workers and drafting policies to increase women's representation in highly skilled jobs.
- Promote the protection of labour and civil rights of informal workers.
- Promote the participation of women in trade union movements to better mitigate the concerns women face in the labour force.
- Address the impacts of trade liberalisation on decent work for women, men and children.
- Promote the fairer distribution of work and family responsibilities between women and men and the better reconciliation of work and family life.
- Introduce women's property rights by providing women with a system of clear and enforceable land-use ownership rights. Placing women's names on land titles protects women's property rights in the event of marriage and divorce. In addition, land titles can be used to secure credit and invest in productive activities which increase household incomes.
- Use the tools of gender budget analysis to make women's economic role visible, as well as to identify gender inequalities in revenue collection and public expenditure. The objectives of a gender budget analysis are to ensure that the budget formulation process includes the voices of women and men at all levels, and to ensure that the content of the budget reflects gender equality goals in the ways that funds are allocated and revenue generated.
- Support improvements in public finance management, especially the promotion of budgeting by objectives, in order to ensure the effective contribution of budget support to Gender Equality.
- Link the disbursement of variable tranches of budget support funds to performance criteria assessed on the basis of gender disaggregated outcome indicators.

3. EDUCATION

- Provide support for countries that abolish primary education school fees as well as the requirement for school uniforms as an incentive to encourage poor families to send their girls and boys to school.
- Encourage families to send their girl children to school through special (e.g. financial) incentives.
- Support the training of female teachers

- Maintain a safe environment in and around school through e.g. the involvement and close cooperation between the community and the school administration.
- Address stereotype thinking regarding girls and boys roles in society by curriculum revision and encouraging more girls to take up technical and vocational training and scientific and natural science subjects.
- Encourage the inclusion of adolescent boys' awareness raising towards gender equality in primary school tuition.
- Support the organisation of adults' literary courses.

4. HEALTH

- Encourage Governments of partner countries to include social protection schemes for poor people, particularly women into their PRSPs.
- Support Governments to establish locally administered cash transfers to support the poorest often female headed households with AIDS orphans and vulnerable children. Provide funding for this purpose on a long term and predictable basis and thus complement global campaigns calling for HIV/Aids prevention, access to treatment and universal education for all.
- Finance pilot schemes that give pregnant women the means to access antenatal, delivery and post natal services, from either the public or private sector. Women must be able to choose health care providers and to strengthen their voice in demanding appropriate and responsive health services. This can be achieved by distributing vouchers or free health insurance cards to pregnant women.
- Support the training of traditional birth attendants/midwives in order to reduce maternal and child mortality in rural areas.
- Continue the research efforts and financial support for the development of microbicides and vaccines, which protect young women from sexually transmitted viruses as a means of empowering women to protect themselves from STI infections, including HIV.
- Support research activities to establish diseases safety standards for the prevention and treatment of malaria in pregnant women.
- Distribute contraceptives particularly condoms targeted on male high risk and vulnerable groups and other contraceptives to poor and marginalised women. Free distribution should be linked to massively increased investment in health promotion and to effectively tap into private sector distribution and marketing capacity.

5. GENDER-BASED VIOLENCE

- Advocate for legislation on domestic violence, national plans of action and research in order to counter violence against women.

- Support the reform of the penal code in countries where it is needed, and encourage legal recourse for women who became victims of violence.
- Make efforts to end impunity of those responsible for sexual and gender-based violence by providing national courts with adequate resources, access to gender-expertise, gender training for all staff and gender-sensitive programs for victim and witness protection.
- Provide support for the foundation and running of refuges for women who have to leave their home.
- Raise awareness on violence against women by increasing media coverage and educating the military, law-enforcement and the judiciary personnel.
- Support campaigns and projects that promote the involvement of boys and men by raising their awareness through education and training programmes on their roles and responsibilities in promoting gender equality and in particular fighting violence against women and girls.
- Provide free antiretroviral medication, post exposure prophylaxis and medical psycho-social support for victims of rape.

ANNEX IV

Main recommendations of the Thematic Evaluation of the Integration of Gender in EC Development Co-operation with Third Countries (2003)

- (1) Formulate and disseminate a coherent and clearly-understandable statement on Community objectives concerning gender equality and on the approach to integrating gender in Community development cooperation.
- (2) Create awareness and understanding at the topmost levels of management of EC development cooperation at headquarters and in Delegations about the objectives, rationale and strategy of gender equality in development cooperation.
- (3) Create one strong, visible and adequately resourced structure for gender mainstreaming, located in a stable and high-level position within the Commission services responsible for development cooperation.
- (4) Establish stable mechanisms at country level for supporting the integration of gender in country and sector support and in programmes and projects.
- (5) Create a sustained level of knowledge and skills within the Commission services in Brussels and in Delegations, and at the level of programme/project management in third countries, on the integration of gender in country and sector strategies and programmes.
- (6) Integrate gender into key management procedures and instruments at critical points in the cycle of strategies, programmes and projects, so as to prompt appropriate responses when assessments and decisions are being made.
- (7) Systematically integrate gender into key indicators and in monitoring and reporting systems at all levels of EC development cooperation.
- (8) Create and maintain a central and visible source of 'information and resources' to support gender mainstreaming in EC development cooperation.
- (9) Substantially increase financial resources specifically allocated for gender mainstreaming, particularly in sector strategies and country programmes.

ANNEX V

**Gender Equality Screening Checklist
to be used at project identification stage (GESCI)**

At project identification stage a preliminary analysis of gender issues and inequalities is foreseen. The objective of this analysis is to determine whether or not the proposed project promotes gender equality and empowers women. The Identification Fiche/Financing Proposal developed at this stage should be screened by the Task manager/QSG to assess the following points:

Have gender equality issues relevant to the project been identified? Yes _ No _

Comments

.....

Are the gender equality issues identified supported by reference to partner government's/EC's policy commitments to gender equality? Yes _ No _

Comments

.....

Are statistics used for project identification disaggregated by sex? Yes _ No _

Comments

.....

Has qualitative information on gender equality issues been used in the project identification stage? Yes _ No _

Comments

.....

Does the preliminary stakeholder analysis clearly identify women and men stakeholders and their respective roles? Yes _ No _

Comments

.....

Does the problem analysis provide information on the problems specific to men and women, or common to men and women? Yes _ No _

Comments

.....
Have both women and men been part of the consultative process? Yes _ No _

Comments

.....
Is there a requirement for more in-depth gender analysis to be undertaken at the formulation stage? Yes _ No _

Comments

.....
Has the requirement for more in-depth gender analysis been reflected in the TOR prepared for the formulation stage? Yes _ No _

Comments

.....
Source: http://ec.europa.eu/comm/europeaid/projects/gender/toolkit_en.htm

ANNEX VI

**Gender Equality Screening Checklist (GESCF)
to be used at the project formulation stage**

All gender equality issues relevant to the project as indicated by the QSG must be systematically included at the project formulation stage. The Financing Proposal produced at this stage must be screened by the Task Manager/QSG relative to the following points:

Has a full-scale gender analysis been done during the formulation

stage? Yes _ No _

Comments

.....

Have gender equality issues relevant to the project been identified? Yes _ No _

Comments

.....

Are the gender equality issues identified supported by reference to the partner government's/EC's policy commitments to gender equality?

Yes _ No _

Comments

.....

Are the statistics used for project formulation disaggregated by sex?

Yes _ No _

Comments

.....

Has qualitative information on gender equality issues been used in the project formulation stage?

Yes _ No _

Comments

.....

Has the logframe been engendered?

Yes _ No _

Comments

.....

Do the management systems established by the project respect the principles of gender equality and equal opportunities? Yes _ No _

Comments

.....

Have all factors potentially affecting the sustainability of gender equality actions been thoroughly addressed? Yes _ No _

Comments

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Source: http://ec.europa.eu/comm/europeaid/projects/gender/toolkit_en.htm

ANNEX VII

Examples of gender disaggregated indicators

(1) Education

- girls/boys enrolment to primary/secondary/higher education
- girls/boys completion rate in primary/secondary/higher education
- girls/boys repetition rate
- girls/boys drop out rate
- ratio of female/male teachers in primary/secondary/higher education

(2) Health

- vaccine coverage by gender
- rate of assisted deliveries
- % of population having access to a health centre within a distance of x km or y hours
- ante natal/post natal care coverage
- cost of medical treatment
- existing AIDS strategy/definition of targets in anti-AIDS and sexually transmitted viruses policy
- prevention of HIV mother-to-child transmission
- prevalence of HIV/AIDS and malaria among pregnant women
- % of population with access to safe water

(3) Governance/Empowerment of women

- % of women in Parliament/higher positions in government/judiciary
- % of female decision-makers in local government
- % of female decision-makers in private companies
- % of women in police/military
- % of women among senior position holders in political parties
- % of women among managers/heads of NGOs/CBOs

(4) Employment/Economic activities/Time use

- % of women in formal employment (state owned/private)
- % of women in labour force
- % of women among trade union leaders
- % of women workers in agriculture
- Average income of women/men
- Average income of women/men in agriculture/in public sector/in private sector/in informal sector
- Female/male ratio of land proprietors/house owners
- access of women to credit (female/male rate)
- Time spent in economic activities in formal economy
- Time spent with activities in informal economy/in domestic care

(5) Violence against women

- existence of legislation on domestic violence
- extent of legal recourse for victims of violence
- number of hours of teaching in schools per semester on the subject of violence and for military, police and judiciary personnel