

Current Developments At EIGE For EU Candidate And Potential Candidate Countries

Online Discussion Report



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This publication summarises the views expressed by 15 people participating in an online discussion held on 17 October 2014 through the EuroGender online platform of the European Institute for Gender Equality (EIGE). The findings, interpretations, and conclusions are entirely those of the authors and should not be attributed in any manner to EIGE. Neither EIGE nor any person acting on its behalf may be held responsible for the content of the information contained in this publication.

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Introduction

The online information session on 'Current Developments at EIGE for EU Candidate and Potential Candidate Countries' took place on 17th October 2014 on EuroGender, the online platform of EIGE (European Institute for Gender Equality) for consultation with stakeholders in all the work areas of the Institute.

This report of the online information session aims to enable further dissemination of the information provided by EIGE experts in presenting their various areas of work and responding to questions posed by participants. It summarises the key points made during the session.

The online discussion was organised in seven sessions. In each session an expert involved in the work presented information on a key area of EIGE's work. This was followed by questions and discussion with the expert.

The areas of work that provided a focus for the discussion were:

- Gender Equality Index;
- Gender mainstreaming;
- Gender equality training;
- Men and gender equality;
- Gender-based violence;
- Beijing Platform for Action in the EU;
- EuroGender and the Resource & Documentation Centre.

This online information session was organised on foot of an initiative currently being implemented by EIGE. Since 2013 EIGE's aim has been to involve the six Western Balkan countries and Turkey, as potential EU Member States, in the work of the Institute.



Organisation

Session 1: the Gender Equality Index

The focus for this part was EIGE's Gender Equality Index. This Index provides a comprehensive map of gender gaps across EU Member States. The first Gender Equality Index Report was published in 2013. The next report will be released in 2015.

Anna Rita Manca is an EIGE statistics officer who has worked on the development and construction of the Gender Equality Index. She gave some background information on the Index.

“ *The Gender Equality Index is a unique measurement tool that synthesises the complexity of gender equality as a multi-dimensional concept into a user-friendly and easy to interpret measure. It is formed by combining gender indicators into a single summary measure, and consists of six core domains: work, money, knowledge, time, power, and health.*

There are two satellite domains: intersecting inequalities and violence. The satellite domains are related to the index but cannot be included in the core index because they measure an illustrative phenomenon. More specifically, the domain of violence measures gender-based violence against women. The domain of intersecting inequalities considers specific population groups (e.g. lone parents, carers or people with disabilities).

The Index provides results for the EU as a whole as well as for each Member State, at both the domain and the sub-domain levels. It provides a measure of how close each Member State was to achieving gender equality in 2010. EIGE is in the process of updating the Index for 2012. This new edition of the Index will be released in June 2015 during the Latvian Presidency of the Council of the European Union.

The results of the Index are quite alarming. At the EU level we have reached only 54 out of 100 points towards full gender equality. Many EU Member States are using the Index as a monitoring tool.

The Index is extending beyond the EU as EIGE staff have just come back from Serbia where they delivered training on the Index.' Anna Rita Manca

Questions drew out further information on the Index. They reflected an interest in the satellite domains, i.e. access for non-EU countries to the Index, and who is involved in implementing the Index at Member State level.

“ *The Gender Equality Index measures what is important and what needs to be measured in relation to gender equality issues and not just what is available in terms of data. The Index is not data driven. This allows EIGE to identify data gaps and seek for these to be addressed.*

The perspective of the violence domain is different from other parts of the core Index. EIGE is not measuring gaps in violence, as the objective is to eradicate violence. As such, it would be difficult to combine the core Index with this domain. There is also no comparable, reliable and harmonised data for this domain of violence available from among Member States.' Anna Rita Manca

“ *If other Instrument for Pre-Accession Assistance (IPA) countries want to produce their own Gender Equality Index, the first prerequisite is the political and administrative will to proceed. There has to be a clear ownership of the process at national level, as EIGE provides methodological guidance but does not calculate the Index for IPA countries. EIGE needs a partner to drive the process, whom the Institute can work with. If the coordinator of the process is not the national statistics office, it must be at least a key partner. Without involvement of the national statistics body it is practically impossible to calculate the results. The political will to produce the Index is very important. This is needed both to start the process but also to deal with the results. The results are usually good in some areas but can be poor in others. Poor results must be used as an indicator to target work to a problem area.*

There are three other preconditions for any non-EU country to be part of the Gender Equality Index. The relevant officials must pull together a task force of statisticians and gender experts in order to define the country-specific needs in terms of priorities to be measured. The relevant officials must check for data availability within all the six core domains and two satellite domains covered by the Index. EIGE will give all technical support needed and will assist in the calculation and quality assessment of the new Index.

It can also help to work with international donors or to secure funding from other sources for a range of actions, such as communication activities and the publication of the Index results. Producing the Index is about half the work. Talking about the results, disseminating the results, and addressing the problem areas are just equally important in order for the Index to be a 'living' instrument.' Kristaps Petermanis



“The training implemented by EIGE in Serbia was open to people who will actually be involved in the computation of the Gender Equality Index. SIPRU - the Statistical Office of the Republic of Serbia, and the Republic Statistics Office are leading the development of the Index in Serbia.

The institution responsible for producing the data at EU level is EUROSTAT. At country level the national statistics office and the gender equality machinery are important to produce data, and to use this tool to promote and monitor gender equality, respectively.

Serbia is most likely to be the first country outside the EU to produce the Index. Bosnia and Herzegovina, and Kosovo have also both been taking steps to produce a national Index.' Anna Rita Manca

Session 2: Gender Mainstreaming

The focus for this part was EIGE's work on gender mainstreaming. Gender mainstreaming involves the integration of gender concerns into all policies and programmes of the European institutions and Member States.

Barbara Limanowska is EIGE senior gender mainstreaming expert. She gave some background information on EIGE's work on gender mainstreaming.

“EIGE introduced its gender mainstreaming programme in 2010. As gender mainstreaming is the responsibility of Governments and is implemented by civil servants, the gender mainstreaming programme is targeted primarily towards policy-makers and policy-implementers from EU Member States and EU institutions. The goal is to support better and more informed policy-making and a more effective implementation of gender mainstreaming. The secondary target groups are gender experts, researchers, and representatives of civil society involved or interested in the process of gender equality policy development and implementation.

The gender mainstreaming programme was initially focused on the collection of information on gender mainstreaming, including tools, methods, and good practices. The purpose was to map the situation in Member States with regard to the effective use of gender mainstreaming in support of gender equality.

The main lesson learned from this phase of the programme is that those responsible for policy-making and the implementation of gender mainstreaming find it complicated and difficult to implement. This is, in part, because gender mainstreaming, as presented to policy-makers and policy-implementers, remains at the level of general theory. It is rarely transformed into useful instruments addressing real issues that bring practical and measureable results.

EIGE will address this challenge by offering support to Member States in translating gender mainstreaming concepts into concrete actions in the form of online tools and shared good practices. The main emphasis is now put on the development, implementation, and promotion of a sectoral approach to gender equality. This approach takes into consideration that different policy areas require different tools, tailored to their specificity, for effective gender mainstreaming. EIGE will design and propose guidelines for the integration of gender into the policy cycle and/or of the policy cycle into selected policy areas. These guidelines must be appropriate and easy to use by civil servants responsible for the implementation of gender equality policies and gender mainstreaming strategies.

The EIGE website is already a popular resource for gender mainstreaming. Early next year EIGE will have a new website. The gender mainstreaming section will not only be better organised, it will also have a lot more information.' Kristaps Petermanis

Questions drew out further information on the gender mainstreaming programme. These questions reflected an interest in the collection of information for the website resource and on what makes gender mainstreaming successful.

“At the moment this information is collected only from EU Member States. Next year EIGE will develop guiding principles for collecting good practices in different areas. These guiding principles can be used by other parties collecting such information. They will be robust in the sense that the criteria for a good practice are quite strict and allow for both quality and comparability among collected examples.' Dragan Bozanic

“Political will is an important prerequisite for gender mainstreaming but not the only one. In looking at successful gender mainstreaming, the legal framework, the ability of institutions and public officials to implement gender mainstreaming, and the access to knowledge and resources are all important. It is necessary that those in charge of the technical aspects of gender mainstreaming can explain their stakeholders the added value from, and benefits of gender mainstreaming. Otherwise decision-makers would not have any basis for even making decisions on the process. EIGE will focus on particular sectors and areas, and will use practical examples of how the integration of a gender perspective can enrich the implementation of various initiatives, and offer them added value besides what is originally intended.' Vasilije Boskovic



Session 3: Gender Equality Training

The focus for this part was EIGE's work on gender equality training. Gender equality training has a key role to play in building the competence of policy-makers and public administrations to implement gender mainstreaming.

Indrė Mackevičiūtė is an EIGE gender expert. She gave some background information on EIGE's work on gender equality training.

“EIGE's gender equality training programme aims to establish what is happening in Member States in terms of competence development. It has looked to identify the preconditions necessary for gender equality training to have a tangible impact, as well as the factors that can strengthen the usefulness of this training.

An extensive database of gender equality training resources has been developed. This includes materials that are helpful to those who deliver this training. These resources have been collected from all over the EU and some international sources. They provide a pool of knowledge and advice in a range of different languages.

EIGE has developed a database that addresses the difficulties that many Member State authorities encounter in finding good gender equality trainers. Guidance materials are provided on quality gender equality training. EIGE is currently in the process of developing guiding principles for competence development of civil servants in the field of gender equality. This online tool will provide advice and recommendations on what needs to be done in commissioning and organising gender equality training. This guidance should be available next year.

EIGE also offers a gender equality trainers database. This lists a large number of gender equality trainers. However, the trainers themselves provide the information. An attempt has been made to make sure that those who are in the database are reliable in terms of their qualifications. EIGE is now in the process of working out how to make the data even more reliable through the introduction of some quality control mechanisms such as recommendations from those receiving the training.

All these materials give practical tips on how to approach, design, and implement gender equality training. EIGE is currently awaiting the synthesis report of an in-depth study on gender equality training. The study was based on several good practices, and gives valuable insights into the factors that ensure gender equality training achieves the expected results. The results should be available later this year.' Indrė Mackevičiūtė

Questions drew out further information on the gender equality training programme. These questions reflected an interest in what makes for good quality gender equality training.

“The best thing to start with is some form of assessment of the needs of the organisation. This includes the levels of knowledge of gender equality issues, the organisational culture, and existing mechanisms to enable change. The willingness and readiness of organisations to change is of greatest importance. Gender equality training is all about change, change of attitudes, change in how organisations operate, and change in the quality of services with regard to women and men.

If gender equality training is to make a difference, those who commission it need to:

embed it in an existing gender equality legal and policy framework and existing gender mainstreaming actions and objectives. The training is not a goal in itself. Its purpose is to bring the necessary knowledge to those who are in charge of implementing concrete gender mainstreaming actions;

create incentives to learn about gender equality. Staff members need to understand how new knowledge will allow them to do their job better;

customise the training to the needs and knowledge level of the audience. The impact of training is not sustainable if participants do not feel any connection between the new knowledge and their daily work; and

follow-up whereby training is not an event but a process. Participants need to be given time and space to apply their new knowledge and skills back at their desks.'

Indrė Mackevičiūtė

Session 4: Men in Gender Equality

The focus for this part was EIGE's work on men in gender equality. The inclusion of men into the gender equality work builds ownership of the issue and acknowledges men's gender issues. EIGE has taken a dual approach with specific activities on men and gender equality, and actions to integrate men's perspectives into its work when relevant.

Christian Veske is an EIGE networking and communication assistant. He gave some background information on EIGE's work on men and gender equality.



“EIGE has conducted and launched a mapping study on men’s involvement in gender equality initiatives in the EU. This sought organisations from across Europe working on the topic of men and gender equality. All these organisations and their contacts are available in the men and gender equality database on the [EIGE website](#). EIGE is planning an update of the database. Annual consultation meetings have also been held with men and gender equality organisations, and we intend to continue this dialogue.

Men and gender equality is one of the topics for EIGE’s Resource & Documentation Centre. Materials on this topic from across the EU are available. They address issues such as men and health, and fatherhood.

EIGE is in close contact with the global organisation MenEngage, which is establishing MenEngage Europe. They have had their annual meeting recently, and EIGE will seek to work with them on awareness-raising issues such as the White Ribbon campaign.

The White Ribbon campaign involves identifying publicly recognised men to stand up for gender equality. A list of current White Ribbon ambassadors is on the EIGE website. This invitation for such ambassadors is extended beyond the Member States to candidate countries and potential candidate countries. It is very helpful to have publicly recognised men to stand up for gender equality and against gender-based violence in each country and regionally. A visibility event for the campaign is planned for later this year.’ Christian Veske

Questions drew out further information on the work on men in gender equality being carried out by EIGE and by other organisations. The initiative of Care International Balkans on Young Men was identified. This includes a manual and methodology for use by teachers in high schools. A Real Men Forum was established in each country. The questions reflected an interest in EIGE’s dual approach and in sharing materials on good practices in working with men in the context of gender-based violence and gender stereotyping.

“The dual approach we have taken so far is to look at EIGE’s existing resources to see how they can be made more interesting to men, and to look at issues specific to men.’

‘When it comes to violence, there is a strong link to stereotypes. Men are expected to behave in a particular way, to be in control. This is also true in relationships between men. However, it does not have to be this way. We have materials on this that could be helpful. An excellent overview of the topic is provided by the European Commission’s study on the role of men in gender equality.’ Christian Veske

Session 5: Gender-Based Violence

The focus for this part was EIGE’s work on gender-based violence. Gender-based violence is one of the most pervasive human rights violations of our time. It can be defined as violence directed against a person because of their gender. EIGE has focused on domestic violence, female genital mutilation, and sexual violence.

Jurgita Pečiūrienė is an EIGE gender expert who has worked extensively on female genital mutilation. Zulema Altamirano Argudo is a seconded national expert on gender-based violence at EIGE. They gave some background information on EIGE’s work on gender-based violence.

“EIGE provides access to existing statistics, data, and information on gender-based violence. It aims to support institutions and experts engaged in preventing and combatting gender-based violence in the European Union and beyond. EIGE provides a significant collection of tools, methods, and good practices on its website in support of the elimination of gender-based violence.’

EIGE is working on a study, “Mapping administrative data sources on gender-based violence in the EU: Current situation and potential for comparable data”. The aim of the study is to identify those administrative institutions that collect data on gender-based violence and to assess if it is possible to use their data in a comparable way across the EU.

Two reports related to this will be launched at the end of this year. Three resources based on the study have already been produced on the EIGE website. An EU mapping tool has been produced with all the information from the administrative data sources identified in Member States. A complete database has been developed with legal definitions of forms of gender-based violence at Member State level. A database has been developed that includes relevant literature and legislation connected to gender-based violence data collection.

Looking to the future, EIGE will publish an analysis of the methodologies for calculating the economic costs of gender-based violence by the end of the year. EIGE is working on a gender analysis of the EU Victims Directive, estimating, for instance, the number of girls at risk of female genital mutilation.

EIGE is drafting its Strategic Framework on Gender-Based Violence, mainly focusing on data collection on gender-based violence. Next year EIGE will launch the Gender Equality Index with a specific focus on direct and indirect violence. EIGE also plans to launch a study on the methodologies used in Member States for the collection of data on gender-based violence.’ Jurgita Pečiūrienė



Questions drew out further information on the work on gender-based violence. The questions reflected an interest in expanding EIGE's work in this area beyond the EU Member States.

“ *EIGE involves representatives of the so-called IPA countries in its work. This includes attendance at working groups, contribution to research plans, and similar activities. So far the main contact in each IPA country has been the national gender equality machinery but EIGE is trying to expand cooperation with civil society and academia, for example in the case of our Expert Forum meetings. The best way to link to the work is to keep good relations with the institution that serves as the EIGE focal point in the country.* Kristaps Petermanis

Session 6: Beijing Platform for Action in the EU

The focus for this part was EIGE's work on implementing the Beijing Platform for Action in the EU. The Beijing Platform for Action covers twelve critical areas of concern: women and poverty; education and training of women; women and health; violence against women; women and armed conflict; women and the economy; women in power and decision-making; institutional mechanisms for the advancement of women; human rights of women; women and the media; women and the environment; and the girl-child.

Ioana Borza is an EIGE gender expert. She gave some background information on EIGE's work on the implementation of the Beijing Platform for Action in the EU.

“ *EIGE works closely with the Governments of Member States – in accordance with the schedule of Presidencies of the Council of the EU – in relation to the Beijing Platform for Action. The key link is with the departments responsible for gender equality. These are the main actors in deciding the area and the subject to be reviewed during their Presidency period. Together with the Member State, EIGE prepares a progress report on the implementation of the Beijing Platform for Action in the EU in that area. This report is presented by EIGE to the Presidency and to other governmental representatives in the High Level Group on Gender Mainstreaming. The report is discussed and approved, and then it serves as the basis for the EPSCO Council conclusions, and is attached as an Annex to these conclusions. Up until now, EIGE has had to present these reports every six months. They deal with subjects that range from climate change, through parental leave and violence against women, to institutional mechanisms for promoting gender equality. This body of work includes a comprehensive database, available on the EIGE website, on all the indicators adopted for the Beijing Platform for Action. From 2015 there will only be one EIGE report annually on the Beijing Platform for Action. The next report will be released during the Luxembourg Presidency of the Council of the EU. It will deal with the critical area of concern “Women in Power and Decision Making”, and will look at a wide range of spheres, not only politics, but also sports, academic institutions, and the Courts. EIGE is currently preparing the fourth review of all twelve critical areas of concern of the Beijing Platform for Action with the Italian Presidency of the Council of the EU. This review, Beijing 20+, marks the twentieth anniversary of the Beijing Platform for Action, a moment for global review as well as within the EU. This review will be presented at several events over the coming year, and its conclusions and recommendations will be widely disseminated in a range of formats. This will be done in cooperation with the Latvian Presidency of the Council of the EU.* Ioana Borza

Questions drew out further information on the work on men in gender equality being carried out by EIGE and other organisations. The questions reflected an interest in applying this work beyond the Member States.

“ *For the so-called “IPA countries” the EU indicators for monitoring the implementation of the Beijing Platform for Action might be important in assessing the situation on the ground in those countries, and in understanding how it can be compared to Member States. Another approach would be to evaluate the situation nationally or even regionally using the methodology of one of EIGE reports, for example the report on the effectiveness of the institutional mechanisms for gender equality. This would be beneficial for IPA countries to become accustomed to the way the EU Member States' gender equality machineries work on the Beijing Platform for Action. The national statistics bodies must be able to deliver the necessary data. Finally, the approach taken to evaluate the implementation of the Beijing Platform for Action in the EU is structured and detailed, and provides a good analytical framework to evaluate and improve the situation of both women and men.* Kristaps Petermanis



Session 7: EuroGender and the Resource & Documentation Centre

The focus for this part was EuroGender and EIGE's Resource & Documentation Centre. The Resource & Documentation Centre includes an e-library and serves as a knowledge centre. It operates the EuroGender Network.

Alexandrina Satnoianu is the EuroGender administrator and member of EIGE's Resource & Documentation team. She gave some background information on EuroGender and EIGE's Resource & Documentation Centre.

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EIGE's Resource & Documentation Centre is composed of three pillars: e-library, the EIGE Knowledge Centre, and EuroGender.

The e-library offers quick and easy online access to more than 244,000 resources on gender equality. These have been collected in all the Member States and at EU level through the partners of the Resource & Documentation Centre. They include policy documents, online resources, books, articles, research, studies, and EIGE's specialised databases.

The EIGE Knowledge Centre is comprised of EIGE's gender statistics, research, methods, tools, and good practices that have been processed and produced by EIGE. These are easily accessible through EIGE's databases and publications.

The European Network on Gender Equality – EuroGender – is EIGE's main consultation and collaboration platform. It has 10,000 users that include decision-makers, practitioners, researchers, and experts from all Member States and EU institutions. It is an online collaborative space to discuss and exchange expertise, resources, knowledge, and the most recent information on gender equality in the EU.

EuroGender allows individuals and institutions to access reports of previous online discussions or register to take part in upcoming discussions. These discussions focus on various gender equality topics connected to EIGE's work. Examples include 'Men and Gender Equality' (11th September 2014), 'Guidelines for Gender Training' (25th September 2014), Beijing 20+ (14th October 2014), 'Communicating Gender' (12th November 2014), and 'Communicating Gender Statistics' (13th November 2014).

It enables individuals and institutions to find partners for projects and connect with gender experts from all over the world via the Stakeholders Directory, and to promote their gender equality projects using EuroGender tools including workspaces, opinion polls, surveys, or organising their own online discussions.

It allows individuals and institutions to update the EuroGender community on their work (publications, films, photographs, etc.), to post news on gender equality developments in their country, and to share, like, comment, engage and dialogue using social media tools. Participants are invited to upload news and events, and to take advantage of this communication channel.

Access to resources of the Resource & Documentation Centre is free and does not even require registration. Whoever is interested can access the unique search field, enter their desired keywords, and perform a search (<http://eige.europa.eu/content/rdc>).

Increasingly tailor-made requests are being received from Members of the European Parliament and national machineries for gender equality to perform searches or obtain information about specific topics.

The Resource & Documentation Centre plans to harvest even more resources from and with the help of its partners. EIGE will continue to feed its Knowledge Centre with studies and reports. The 2015 Annual Work Programme for EIGE will shortly be adopted and uploaded on the website.' Alexandrina Satnoianu



Annex I: Resources

Gender Equality Index

- The results of the Gender Equality Index are available on the EIGE website at:
<http://eige.europa.eu/content/gender-equality-index>

Gender Mainstreaming

- Gender mainstreaming tools are available on the EIGE website at:
<http://eige.europa.eu/content/activities/gender-mainstreaming-methods-an...>
- Gender mainstreaming tools and methods are available directly at:
<http://eige.europa.eu/methods-and-tools>
- Gender mainstreaming good practices are available directly at:
<http://eige.europa.eu/good-practices>

Gender Training

- Information on EIGE's gender equality training programme is available at:
<http://eige.europa.eu/content/activities/gender-training>
- Guidance material on quality gender equality training is available at:
[Gender training: Step-by-step approach to quality](#)
- Information on good practices in gender equality training is available at:
<http://eige.europa.eu/content/document/good-practices-in-gender-training>
- Information on factors for effective gender equality training is available at:
[Gender training: Factors contributing to its effective implementation and challenges](#)
- The gender equality trainer's database is available at:
<http://eurogender.eige.europa.eu/gender-trainers>

Men in Gender Equality

- EIGE's report on the involvement of men in gender equality initiatives is available at:
<http://eige.europa.eu/content/document/the-involvement-of-men-in-gender-...>
- The list of White Ribbon ambassadors is available at:
<http://eige.europa.eu/content/white-ribbon-ambassadors>
- The European Commission's report on men in gender equality is available at:
http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/130424_final_report_role_of_men_en.pdf



- 'Mending Inequalities: Men and Gender Equality in the OSCE Region', produced by the Gender Section in the OSCE Secretariat in Vienna is available at:

<http://www.osce.org/secretariat/80978>

- 'Be a Man, Change the Rules! Finding and Lessons from Seven Years of Care International Balkans' Young Men Initiative' is available at:

<http://eurogender.eige.europa.eu/sites/default/files/web-discussions-replies-files/YMI%20Syntesis%20Report.pdf>

Gender-Based Violence

- Information on EIGE's work on gender-based violence is available at:

<http://eige.europa.eu/content/activities/gender-based-violence>

- EIGE's mapping tool on administrative data sources is available at:

<http://eige.europa.eu/gender-based-violence/administrative-data-sources>

- EIGE's database of legal definitions of forms of gender-based violence is available at:

<http://eige.europa.eu/gender-based-violence/legal-definitions>

- EIGE's database of relevant literature and legislation connected to gender-based violence data collection is available at:

<http://eige.europa.eu/gender-based-violence/literature-and-legislation>

- EIGE's focal points in the IPA countries are listed at:

<http://eige.europa.eu/content/ipa-project>

Beijing Platform for Action in the EU

- The EIGE reports prepared for the EU Council Presidencies are available at:

<http://eige.europa.eu/content/publications>

- The database of EU indicators to measure progress in implementing the Beijing Platform for Action is available at:

<http://eige.europa.eu/content/women-and-men-in-the-eu-facts-and-figures>

EuroGender and the Resource and Documentation Centre

- EIGE's Resource & Documentation Centre can be linked at:

<http://eige.europa.eu/content/rdc>

- Reports of the EuroGender online discussions are available at:

<http://eurogender.eige.europa.eu/web-discussions>

- The EuroGender calendar is available at:

<http://eurogender.eige.europa.eu/events>

- The EuroGender Stakeholders Directory is available at:

<http://eurogender.eige.europa.eu/members>



Annex II: Transcript

Link to the online discussion transcript

<http://eurogender.eige.europa.eu/sites/default/files/web-discussions-files/Online%20Discussion%20on%20current%20developments%20at%20EIGE%20for%20EU%20candidate%20and%20potential%20candidate%20countries-transcript.pdf>

Annex III: List of participants

Name	Institution	Country
Alexandrina Satnoianu	EIGE	Lithuania
Anna Rita Manca	EIGE	Lithuania
Blerina Pirani	Commissioner for Protection from Discrimination	Albania
CARE International Balkans	CARE International Balkans	Serbia
Christian Veske	EIGE	Lithuania
Dragan Bozanic	Vojvodina Provincial Secretariate, Department for Gender Equality	Serbia
Indre Mackeviciute	EIGE	Lithuania
Ioana Borza	Individual Expert	Romania
Jurgita Pecuriene	EIGE	Lithuania
Kristaps Petermanis	EIGE	Latvia
Kristina Vujic	Legal Analyst	Serbia
Niall Crowley	Independent Equality Expert	Ireland
Vasilije Boskovic	Gender Expert	Montenegro
Zorana Antonijevic	OSCE Mission to Serbia	Serbia
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