Gender equality
DGNEAR

7th meeting of officials from EU candidate and potential candidate countries
8-9 February, Vilnius

Olga Martin Gonzalez
EC DG NEAR A3 - Gender equality
Gender Equality - A Responsibility for All

✓ **Fundamental human rights**
  Equal rights for women and men, girls and boys

✓ **Question of social justice and good governance**
  Equal access to-and control over-resources
  Equal opportunities to achieve political, economic, social and cultural influence
  Precondition for democratic development
  Smart economics; crucial for poverty reduction

✓ **International political mandate and a crucial goal**

✓ **Key for aid effectiveness**
  SDG 5 / Achieve gender equality and empower all women and girls – as actor of change
Gender equality is at the core of European values and enshrined within the EU legal and political framework
Towards realising gender equality

**A dual approach to gender equality**

**Positive actions**
- Specific measures aimed at supporting equality
- To tackle specific problems
  - Legislation
  - Financial support
  - Raising-awareness campaigns

**Gender mainstreaming**
- Integrating a gender equality perspective into all EU policies and EU funding programmes 2014-2020 in all steps of programme cycle
- Assessing how policies impact on women and men and taking steps to change policies if necessary.

*Is not a policy goal in itself, but a means to achieve gender equality.*
EU GAP II (2016-2020)

- Adopted by the EU Council October 2015
- Renewed and expanded the EU commitment toward Gender Equality and Women's Empowerment (GEWE)
- **Mandatory** for all external relations of EU, Member States and EU delegations
- Covers developing, enlargement and neighbourhood countries
- Builds on the lessons learnt from the previous GAP and its evaluation
GAP II

- Focus on **three thematic areas** instead "one size fits all"
- **Institutional culture change as a horizontal priority**
- **Context Specific:** EUDs select **thematic areas of work**, (coordination with member states) **objectives, activities and indicators based on country priorities and capacities.**
- **Gender Analysis mandatory for all priority sectors** to inform all actions (collection of sex-disaggregated data) is vital for effective policy-making, programme planning and monitoring.
- **Monitoring:** OECD/DAC **Gender marker** TARGET by 2020 85% of new actions score ½, Quality support groups/checklist
- **Reporting:** Anual GAP report. performance track yearly 2017 (DEVCO consolidation data)
- **Gender sensitive evaluation:** criteria for performance assessment.
Ensuring girls’ and women's physical and psychological integrity
Free from all forms of violence (VAWG)
Trafficking for all forms of exploitation eliminated
Protection from sexual and gender based violence in crisis
Access to physical and mental health care service
Full control over sexuality and sexual and reproductive health
Healthy nutrition levels throughout life cycle

Promoting the social and economic rights / empowerment of women and girls
Equal access to quality education and vocational education and training
Access to decent work for women of all ages
Equal access to financial services and resources
Equal access and control over clean water, energy, transport infrastructure

Strengthening girls’ and women's voice and participation
Equal rights and ability for women to participate in policy and governance processes at all levels.
Women's organisations/ Human Rights Defenders freely able to work and protected by law.
Equal rights to participate in on climate and environmental issues

Shifting Institutional Culture to more effectively deliver on EU commitments
GAP Implementation through 4 pivotal areas (3 thematic + 1 horizontal / objectives)
Objectives for Institutional Change

- Increased **coherence and coordination** amongst EU institutions and with Member States
- Dedicated **leadership**
- Sufficient **resources** allocated/GFP
- **Results-focused** measured
- **Systematic reporting**
- **Partnerships** fostered between EU and stakeholders to build national capacity

"The EU will continue to ensure that its commitments on gender equality are translated into clear and tangible outcomes and are accompanied by improved coordination, coherence, leadership, gender evidence and analysis, and adequate financial and human resources." Gender Action Plan 2
Minimum Standards on GAP implementation - assessment criteria

1. **OECD/DAC Gender Marker 0** is always *justified*

2. **Gender analysis** done

3. **Sex-disaggregated data** used

4. **Gender expertise** available and used;

5. **GAP objectives** are selected to be reported on.
### GAP objectives

#### Thematic Priority B: Physical and Psychological Integrity

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<thead>
<tr>
<th>7. Girls and women free from all forms of violence against them (VAWG) both in the public and in the private sphere.</th>
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#### Thematic Priority C: Economic, Social and Cultural Rights - Economic and Social Empowerment

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<tr>
<th>13. Equal access for girls and women to all levels of quality education and vocational education and training (VET) free from discrimination</th>
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<td>14. Access to decent work for women of all ages</td>
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<td>15. Equal access by women to financial services, productive resources including land, trade and entrepreneurship.</td>
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#### Thematic Priority D: Political and civil rights - Voice and Participation

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<th>17. Equal rights and ability for women to participate in policy and governance processes at all levels.</th>
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<td>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.</td>
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<td>19. Challenged and changed discriminatory social norms and gender stereotypes.</td>
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Lessons Learned

Gender equality as a “cross-cutting theme” is insufficient for delivering results. Objectives and indicators must be incorporated in all programming. **Sector-specific** gender analyses are needed. **Early involvement** of gender analysis and gender experts is essential; **Mentoring** and “helpdesk” works better than training Government institutions, line ministries, ..and WCSOs need to be informed about the EU GAP Accountability; reporting is weak
How to improve: The way forward

- GAP II reporting is mandatory and gender analysis for priority sectors
- Engendering policy and political dialogue(s)
- Better coordination at country level with MS
- Encourage all staff to implement GAP II
- Support colleagues who need it to mainstream gender
- Include "gender" in performance assessments and job descriptions
- A critical review of the selection of the GAP objectives and indicators
Next GAP Reporting 2017

Deadline 31 March

**On-line on EU Survey**

- GAP II Questionnaire: EU HQs (DEVCO, ECHO, NEAR, FPI, EEAS)
- GAP II and WPS Questionnaire: EUDs
- GAP II Questionnaire: EUMS Capitals

**Online Excel workbook**

- Action Database – country level:
  - EUDs programmes/projects
  - EUMS in countries (data collection facilitated through EUD GFP)
- Action Database EUMS capitals (data on HQ managed actions, provided by EU MS capitals)
- Action Database EU DGs HQ (data on HQ managed actions, provided by relevant units)