



# **Gender equality DGNEAR**

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

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# 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**

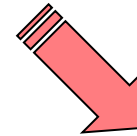
SDG 5 / Achieve gender equality and empower all women and girls – as actor of change

## ***Gender equality is at the core of European values and enshrined within the EU legal and political framework***

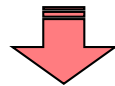


Towards realising gender equality

## ***A dual approach to gender equality***



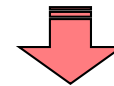
### ***Positive actions***



***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***

***Assesing how policies impact on women  
and men and taking steps to change  
policies if neccesary.***

***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 1/2, Quality support groups/checklist
- ✓ **Reporting: Anual GAP report. performance track yearly 2017** (DEVCO consolidation data)
- ✓ **Gender sensitive evaluation:** criteria for performance assessment.

# GAP Implementation through 4 pivotal areas (3 thematic + 1 horizontal / objectives)



- 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**

# 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



	ALBANIA	BOSNIA AND HERZEGOVINA	KOSOVO	MACEDONIA	MONTENEGRO	SERBIA	TURKEY
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## Thematic Priority B: 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.	x		x	x	x	x	x
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## Thematic Priority C: 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		x	x	x			x
14. Access to decent work for women of all ages		x		x		x	
15. Equal access by women to financial services, productive resources including land, trade and entrepreneurship.			x		x		

## Thematic Priority D: Political and civil rights - Voice and Participation

17. Equal rights and ability for women to participate in policy and governance processes at all levels.		x	x		x		
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.	x		x		x		x
19. Challenged and changed discriminatory social norms and gender stereotypes.		x			x		

## 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

- GAPII 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)