



**Peer-to-peer exchange seminar
'How do we make gender mainstreaming work?'
21-22 November 2013**

Report



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INTRODUCTION

The European Institute for Gender Equality (EIGE) organised a one-day peer-to-peer seminar attended by 55 representatives of national and regional institutions working on gender mainstreaming from 20 EU countries and beyond.

The objectives of this seminar were to share the results of EIGE's three interrelated programmes on gender mainstreaming (GM), to enhance a process of mutual learning, to exchange knowledge, experience and good practices on GM, and to formulate directions for future work in this area.

The seminar took place in Vilnius on 21 and 22 November 2013. Within limited time an intensive programme has been accomplished with high-quality contributions from 12 speakers and active involvement from all participants. A mix of methods has been applied in order to ensure that the views of all participants were taken into account, including discussion in the plenary, discussion in sub-groups, and brown-paper sessions.

After the opening, there were four main sessions:

- **Introductory session:** This session focused on sharing the results of two EIGE studies on gender mainstreaming in the EU; one study on institutional mechanisms, and the other on the use of methods and tools for gender mainstreaming.
- **Working session I:** The central question of this session was: "How to assess gender impact of laws and policies?" Three experts presented examples: one from Sweden and two from Austria. The three presentations were followed by a discussion, and participants had the opportunity to post their experiences, ideas and recommendations on a brown paper placed on the wall (brown-paper sessions).
- **Working session II:** Effective gender training was the focal area of this working session. After expert presentations on the conditions for effective gender training and on a good practice from Finland, there were round table discussions in subgroups. Each group presented their recommendations on effective gender training in the plenary.
- **Concluding session:** The concluding session started with a presentation on gender mainstreaming in the EU structural funds 2014–2020. Additionally, the director of EIGE gave some points for reflection on the way forward, which was taken up by the participants in a proactive way by posting plans and recommendations and suggesting priorities.

The participants provided a series of recommendations on EIGE's role in the EU, especially on making the Member States (MS) more involved in effective gender mainstreaming by offering practical capacity building support to them. They recommended that EIGE should raise awareness, at policy level, particularly on the contribution of gender equality to social and economic growth. Participants also advocated for consolidating the use of the Gender Equality Index by the policy makers in the EU Member States.

EIGE's role in facilitating networking and contacts between the countries received broad support from the participants. They recommended that EIGE should continue the gender training network and support the process of streamlining a unified methodology and approach for gender training in the EU and Member States, tailored to the needs of several target groups, including civil servants, mass media, and political leaders. EIGE's role as facilitator and organiser of specific technical meetings on tools and strategies for gender mainstreaming - such as Gender Impact Assessments, statistics and gender training - has shown to be very relevant for the participants of this peer-to-peer seminar, who expressed their wish that EIGE continues this task.

1. THE SEMINAR

1.1. THE CONTEXT OF THE SEMINAR

Sharing knowledge and experiences in order to address the difficult work in the area of gender mainstreaming is important. The implementation of gender equality legislation is still a challenge and mainstreaming gender in practice is often a complicated task that requires sufficient knowledge, skills and gender sensitive information. [Measuring results](#) and launching of [Gender Equality Index](#) are contributions from EIGE alongside with the efforts to foster investments in competence development and creating fora for practice exchange among the practitioners.

This seminar is a part of EIGE's broader approach to capacity building for gender mainstreaming and it brought together the results of three extensive projects of the Institute: :

- [Review of institutional mechanisms for the advancement of gender equality in EU-28](#) (2013) (study under Lithuanian Presidency)
- Institutional capacity and effective methods, tools and good practices for mainstreaming gender equality in a few selected policy areas within the European Commission, the EU Member States and Croatia (2013);
- A two-year project [on gender training in the European Union](#).

The results of these programmes and identified good practices were shared during this seminar and the participants were invited to propose actions and ways forward to achieve effective gender mainstreaming in the EU and to discuss how they would like EIGE to be involved in this process.

Sharing good practices on gender mainstreaming among policy makers is a part of EIGEs work. Since 2011, EIGE has identified good practices on the following topics: domestic violence, women and the media, FGM, gender training. In 2014, EIGE will identify good practices on female entrepreneurship and on reconciliation of work, family and private life.

1.2. GETTING STARTED: WHY GENDER MAINSTREAMING?

What concepts define gender equality? What are the goals of gender mainstreaming? Why invest in gender equality? These are all the questions that were addressed by the participants through several interactive exercises.

Elevator pitch: Why gender mainstreaming?

The moderator invited the participants to present themselves in five subgroups with an interactive exercise: 'The elevator pitch'. 'All of a sudden you are in an elevator together with the Prime Minister of your country. Take advantage of this opportunity before she/he leaves the elevator. Convince her/him in 30 seconds why gender mainstreaming should be on top of the political agenda.' Each person had to introduce herself/himself to the group and present her/his elevator pitch. The results of this exercise were posted on the brown paper on the wall.



It was concluded that, gender mainstreaming has an international political mandate (CEDAW, Beijing Platform for Action, etc.), it is a question of human rights and social justice, prerequisite to combat poverty (women have the highest risks to poverty), smart economics (proved by World Bank) and a question of good governance (including effective policies to combat gender-based violence).

‘Buzz groups’ and interactive presentation: gender concepts

A second interactive exercise was to share knowledge about gender concepts, and to show how the basic gender concepts can be presented in a short interactive way during gender training sessions. During the exercise, each table received a couple of gender concepts. In the so-called ‘buzz groups’ they discussed the meaning of these concepts. This was shared in the plenary, while the facilitator illustrated the concepts with a presentation.

Box 1: Why gender mainstreaming?

- Gender mainstreaming is necessary to assure citizens’ rights
- Gender mainstreaming is a mandatory responsibility; it improves accountability and a democratic process
- Gender equality benefits the society as a whole, particularly the economy and labour market. Inclusive policies save money, contribute to GDP growth and improve employment rate
- Ensuring equal opportunities (widening choices) for men and women, results in using the full capacity of both women and men, and brings justice and democracy.
- Gender mainstreaming improves the reputation of the country, as it brings social justice and economic benefits for the wider society. For politicians it is important to include gender in the political agenda if they want to be re-elected and representative: females are 50% of voters.
- Gender mainstreaming is about women and men – tailored solutions. In the programme approach the needs of women and men should be addressed in all policy areas.

Arguments from the elevator pitch exercise
posted by participants

2. INTRODUCTORY SESSION: GENDER MAINSTREAMING IN THE EU

The results of two EIGE studies on gender mainstreaming in the EU were presented in this introductory session; one study on institutional mechanisms, and the other on the use of methods and tools for gender mainstreaming. Both studies concluded that there is still a lot of space for improvement in the EU Member States. One of the findings of the second study is that gender analysis is only applied in several EU countries. This is a striking conclusion, as the process of gender mainstreaming should start with gender analysis.

2.1. INSTITUTIONAL MECHANISMS FOR GENDER EQUALITY: OVERVIEW OF THE DEVELOPMENTS IN EU-28

The results of EIGE's study on the institutional mechanisms for the advancement of gender equality in the EU were presented. The study aimed to assess the progress made in the Member States based on the specific indicators that have been developed for each of the strategic objectives of Area H of the Beijing Platform for Action. The study looked at the 3 indicators:

- Indicator 1. Status of governmental responsibility
- Indicator 2. Personnel resources for:
 - a) governmental gender equality body;
 - b) bodies for promotion of equal opportunities for women and men;
- Indicator 3. Gender mainstreaming:
 - a) the status of government commitment to GM;
 - b) structures for GM;
 - c) commitments and use of methods and tools for GM.

With regard to the first two indicators the study concluded that:

- there is a limited number of staff of governmental bodies,
- the mandates are complex and expanding to include other forms of inequalities;
- the highest responsibility for gender equality policies and action is attributed to a lower institutional level;
- the involvement of civil society has increased, but remains limited;

With regard to gender mainstreaming the study concluded that:

- there is a formal commitment and structures for GM in the Member States;
- methodologies and training are largely available;
- the use of methods and tools is not institutionalised;
- application of gender impact assessment and gender budgeting is still in their infancy.

In short, the data and information contained in the report reveal that there is still a lot of space to improve institutional mechanisms for gender equality in the EU Member States. The report on institutional mechanism is published and can be downloaded at: <http://eige.europa.eu/content/document/effectiveness-of-institutional-mechanisms-for-the-advancement-of-gender-equality>



More information on the study results can be found in the presentation available online on EIGE's website: <http://eige.europa.eu/sites/default/files/documents/GM-21-22-Nov-2013-loana%20Borza.pdf>

2.2. BRIDGING THE GAP BETWEEN COMMITMENT AND DELIVERY: THE REALITY OF APPLYING METHODS AND TOOLS FOR GENDER MAINSTREAMING IN THE EU

The results of a review on Institutional Capacity and Effective Methods, Tools and Good Practices for Mainstreaming Gender Equality in six EU Member States were shared. The study was commissioned by EIGE in 2012 and the final report will be made available in 2014.

As presented by **Catarina Arnaut**, Yellow Window, the study revealed that institutional mechanisms for gender mainstreaming show a patchy picture across the countries. There is no comprehensive process and a variety of methods and tools are used for gender mainstreaming. The research team identified four categories of gender mainstreaming methods:

- a. **mapping and knowledge methods** (gender analysis, gender budgeting, gender impact assessment, knowledge generation/research, indicators, sex-disaggregated statistics):
 - Sex-disaggregated statistics turned out to be the most frequently applied tool for gender mainstreaming in the Member States;
 - 'Gender analysis' is the least used method across the EU;
 - 'Gender budgeting' is used in only three countries, despite legal provisions in more Member States;
 - Although many countries have legal/policy provisions to use Gender Impact Assessment, very few apply it effectively (more take it as a tick-the-box exercise instead of real analysis).
- b. **policy cycle implementation and evaluation methods** (accountability mechanisms, stakeholders consultations, monitoring and evaluation):
 - Accountability mechanisms for gender mainstreaming are under-developed in the EU;
 - Stakeholders consultations are not systematically done, and sometimes inefficient;
 - Monitoring and evaluation of gender programmes are applied in half of the Member States, but gender-specific evaluations are rare across the EU.
- c. **policy cycle initiation methods** (regulatory activity/legislation, gender planning):
 - Methods are absent or too theoretical.
- d. **educational methods** (awareness raising, capacity building):
 - Only 16 Member States recently offered gender training.

The research team defined a series of impact drivers for institutionalisation of gender mainstreaming. They came to the conclusion that none of the EU Member States has fully institutionalised gender mainstreaming. Only two countries – Sweden and the Netherlands – achieved the level of integration. Seven countries are moving towards this level and are in the growth phase. In 18 countries gender is an isolated issue, or an activity at project level. The study also revealed that there are different interpretations of gender mainstreaming and that the goals and strategies are not always clear.

The full presentation is available on EIGE's website at:

<http://eige.europa.eu/sites/default/files/documents/GM-21-22-Nov-2013-catarina%20arnaut.pdf>

2.3. DISCUSSION ON GENDER MAINSTREAMING IN THE EU

A striking point noted during the discussion was the finding that gender analysis is only applied in several EU countries. 'Therefore it is not surprising that only these two countries have achieved the level of integration of GM. How can you mainstream gender equality without gender analysis? The process of gender mainstreaming always starts with a gender analysis.' (Thera van Osch)

The moderator noted that there was a different EU policy for countries beyond the EU. The gender action plan for EU development cooperation (DEVCO) requires a gender analysis for country strategy papers and national indicative programmes for EU development cooperation. 'A gender analysis is needed to identify the gender issues at stake at all levels, which are different for each country. It is important to establish baselines, to define relevant gender indicators, and to formulate a gender performance assessment framework to be used for accountability in all phases of the policy cycle and the operational cycle.' (Thera van Osch)

The participants were invited to share good practices, experiences, tools, methods, and strategies for gender mainstreaming. Which of these tools or strategies have been successful? What works, and what doesn't?

Catarina Arnaut remarked that all depends on methods deployed, and that the methods have to follow the policy cycle to work.

Maurizio Mosca noticed that international exchange of information is fundamental.

Box 2: Good practices: successful strategies shared by the participants

Strategies	Examples given by the participants
Institutional capacity building	<ul style="list-style-type: none"> • Peer exchange, learning seminar, good practices at EU level; • Legal framework on GM strategy and structures focus on sustainability of the process; • Each ministry/governmental structure that implements gender mainstreaming has civil servants appointed as focal points; • Successful advocacy strategy: addressing decision makers, civil servants one-to-one, talking and educating on concrete issues.
Establishing accountability mechanisms	<p>Scotland: a legal requirement for public bodies listed in the legislation to:</p> <ul style="list-style-type: none"> • Set equality outcomes every four years and report on progress every two years; • Publish report on the progress of mainstreaming equality within the organisation every 2 years; • Carry out equality impact assessments and publish the results; • Publish gender pay-gap information; • Publish employment information by equality groups (including gender) on recruitment, promotion and retention.
Temporary special measures	<p>Moldova:</p> <ul style="list-style-type: none"> • Aiming for balanced representation of women and men in electoral management bodies (EMBs), • Proposal by the CEC (Central Electoral Commission) to train/instruct and certify all the persons included in the register of electoral workers. • Asking political parties to delegate 50/50 men and women to the Center of Continuous Training of the CEC (as a reserve list).
Awareness raising	<ul style="list-style-type: none"> • 'If it wasn't on TV – it didn't happen: it is important to show gender equality work. We try to include all media channels, to write, to show, to present our work. • Including popular and famous people in campaigns (against violence, for more women in politics)



'The tools and contexts are different, so we have to map obstacles and solutions. We have to make use of what we already have – exchange of information between EU countries is crucial.'

Edite Kalnina explained that the advocacy strategy works well in her country, as there is a small distance to politicians. 'For small countries like Latvia, meeting directly one-to-one with politicians is a strategy that works'.

Another speaker remarked that in a bigger country, it is impossible to meet politicians directly. However, they developed an effective lobby strategy. 'When we have relevant events, we are inviting relevant members of ministries and departments, and after the events they tell us that they have learned something and will introduce these issues'.

A representative from Spain highlighted the importance of the legal and policy framework in her country: 'In 2003 we passed a law on gender impact assessment to work on gender mainstreaming. This facilitated creating public structures, committees on gender equality, council of women.'

3. WORKING SESSION I: GENDER MAINSTREAMING IN PRACTICE: GENDER IMPACT ASSESSMENT (GIA)

Gender Impact Assessment (GIA) is a tool for making a prognosis of the effect and impact of policies and laws on the position of women and men. Sweden and Austria have made considerable advances in applying this tool. Three speakers from these countries shared their experiences. During the discussion many examples from other countries were given, showing that the GIA is not a one-size-fits-all tool.

3.1. HOW TO ASSESS THE IMPACT OF POLICIES ON GENDER EQUALITY?

Ann Boman¹ has drawn the participants' attention to the following findings of EIGE's study on institutional capacity for gender impact assessment, where she was a national researcher for Sweden:

- GIA implementation is often grounded in basic understanding of gender;
- There is a tendency to have 'lighter' and 'easier' practices of GIA;
- GIA has low impact on the design and planning of legislative and policy measures;
- GIA can serve as a real eye-opener to those involved in it and can have significant awareness-raising effects.

¹ **Ann Boman**¹ has a large experience in the area of gender mainstreaming. As the Head of the Swedish Government Commission on developing methods and training for gender mainstreaming and gender budgeting, she worked as gender expert in Swedish ministries, state agencies, regional and local authorities. Currently she is an independent consultant working as an international advisor and trainer for governments, parliaments and at a local level.

One of the conclusions of the study was that only Catalonia and Sweden had the highest proven record of GIA implementation:

- **In Catalonia** GIA is fully legislated and a centralised model applies. In 2012 there were 203 GIAs performed by gender experts.
- **In Sweden** GIAs have not been regulated and are being carried out with different methodologies and at all levels.

The study also showed several dualities, such as:

- Gender analysis (diagnosis of gender inequalities) versus Gender Impact Assessment (prognosis of alternative scenarios);
- Complexity versus simplicity;
- Responsibility lies with gender experts versus main actors.

Ann Boman summarised the Swedish strategy for gender mainstreaming in the government offices (2012–2015), highlighting that governmental offices in Sweden have to include a gender perspective in all individually based tables and graphs in the Budget Bill; each Government Bill to Parliament has to specify the consequences for both women and men respectively, and show how the Bill contributes to gender equality; a gender perspective has to be integrated in the terms of reference on investigation to government committees; and all government committee proposals are to be assessed from a gender perspective.

She showed how the process of gender mainstreaming has been advanced since its government-wide introduction in 1994. Some results of the Plan of Action for Gender Mainstreaming in governmental offices (2004 – 2007) were that 400 people were trained and supervised on how to implement gender analysis, and produce gender equality goals in their own policy area. It led to many achievements, including 120 gender equality analyses in 48 policy areas, 50 new policy objectives (engendered), and a number of indicators and instructions to State Agencies. Over the period 2008 – 2013 gender mainstreaming at local and regional level was promoted. Through the SALAR programme 70 organisations got public resources (ca. 27m €). Since then many municipal departments, schools, hospitals, etc. are implementing gender analysis, which leads immediately towards improved gender performance at operational level. Some municipalities require GIAs attached to proposals presented to political bodies.

Presenter noted that in Sweden far more GEAs (Gender Equality Analysis) than GIAs (Gender Impact Assessment) are being implemented at all levels. The GEA analyses the existing situation with a gender lens, whereas the GIA predicts how a law or policy may affect gender equality in the future. What is missing in Sweden is a focus on the entire chain – from central policy to local practice. It is “on the wish list” of Ann Boman to see a connection between the entire chain from central to local levels: national gender equality objectives should lead to GEAs and gender equality objectives in each policy area of the government, to GIAs for every new law and policy, whereas local and regional levels should be guided by these legal and policy frameworks in order to deliver gender sensitive services to the citizens.

Full presentation is available on EIGE’s website at:

<http://eige.europa.eu/sites/default/files/documents/GM-21-22-Nov-2013-Ann%20Boman%20Final.pdf>



3.2. GOOD PRACTICE/FEDERAL LEVEL: GENDER MAINSTREAMING IN AUSTRIA

Vera Jauk, Head of Department at Austrian Federal Chancellery, gave an overview of gender budgeting and gender impact assessment in Austria. Gender budgeting is enshrined in the Austrian Constitution, which establishes (Art. 13) that the federal, regional and local governments 'have to strive for gender equality in their budget management.' Additionally, Art. 51 establishes that 'targets of gender equality are to be considered' in the budget management of the Austrian federation. The Austrian Federal Budget Law (2013) establishes that for each ministry at least one of the outcomes of each budget chapter must be a gender equality outcome. For the monitoring of this outcome, specific measures and indicators should be defined.

Vera Jauk gave some examples of gender equality outcomes pursued by several ministries, including promotion of gender, ethnic and socioeconomic equality in the education system by the Ministry of Education, Arts and Culture; facilitating reconciliation of work and family life by the Ministry of Economy, Family and Youth; reintegration of women into labour market, especially after parental leave, by the Ministry of Labour, Social Affairs and Consumer Protection; and better protection of women, children and elderly people against violence by the Ministry of the Interior. She explained how the monitoring and evaluation of these targets is ensured by the Federal Performance Management Office, and the Parliamentary Budget Office.

Although the legal requirements for gender budgeting have been put in place in Austria, the presenter still saw some challenges: the quality and ambition of objectives, measures and indicators differ among the ministries; some objectives cannot be resolved by one Ministry and require inter-ministerial coordination, which is still lacking; international indicators are not used as performance indicators; and targets are not always clearly gender equality focused.

Since January 2013 all new laws, regulations and major projects (procurement activities, infrastructure projects) in Austria are evaluated on the basis of their desired outcomes and outputs, and gender equality is one of the impact dimensions. The areas of the GIA are:

- payments to natural or legal persons;
- unpaid work;
- employment, income and education;
- public revenue;
- decision making processes and decision-making bodies;
- health.

The GIA procedure starts with a **significance check** about the relevant impact dimensions before starting an in-depth assessment. There is an IT-tool that guides the officials through a questionnaire. In each of the above mentioned areas, there are leading questions. There were 59 impact assessments in the first quarter of 2013.

An inter-ministerial group 'Working Group on Gender Mainstreaming' supports and facilitates the process of gender mainstreaming and gender budgeting in all ministries and at all levels. Basic gender mainstreaming courses are compulsory. There also is a demand-oriented training. To provide transparency on gender mainstreaming activities, a knowledge project database with about 150 gender mainstreaming projects was made available in German at:

<http://www.genderprojekte.bka.gv.at/>.

More info at: www.imag-gendermainstreaming.at and www.wfa.gv.at/English/start.htm

Full presentation is available on EIGE's website at:

<http://eige.europa.eu/sites/default/files/documents/GM-21-22-Nov-2013-Vera%20Jauk%20-%20new.pdf>

3.3. GOOD PRACTICE AT LOCAL LEVEL: GENDER MAINSTREAMING IN THE CITY OF GRAZ

Priska Pschaid is the Head of Department Women & Equality of the City of Graz, a city of approximately 270,000 inhabitants, and on UNESCO World-heritage list.

In 2001, the council of the city decided to implement gender mainstreaming. Initially not everyone was enthusiastic. Therefore gender equality experts concentrated on "quick successes", like sports (dominated by boys playing football), or improving library services for boys and men (most librarians were women, who selected books interesting to female readers). It soon became clear that implementation of gender mainstreaming is 'a question of change management'. The **balanced score card** is the key tool for the city's strategic management model and based on four pillars: products and services, HR management, processes and finances. Each of these pillars now has to include a gender dimension.

Priska Pschaid mentioned many examples of improved service delivery of the municipality, such as: sports facilities offered to both boys and girls; better lighting in parking places to increase security for women; more books for boys and men in the library; quota of 40% women at board directions, etc.

Graz signed the 'EU-Charter for Equality of Women and Men in Local Life' in October 2012, and approved the first 'Gender Equality Action Plan 2013 – 2014' for the City of Graz and its affiliated Companies. The situation in Graz is now changing. There are 66 measures along the 7 fields of action of the Charter. Five departments initiated a Gender Budgeting pilot project. For the first time women are integrating in the City's Fire brigade. Gender aspects have become part of public procurement. These are some of the examples which show that gender mainstreaming works. It is a question of innovative change management. Not everybody likes gender mainstreaming, but you don't need to like it. Just do it.

The factors for success are:

- political commitment and commitment at the management level;
- adequate human and financial resources;
- awareness that gender mainstreaming is part of strategic management.

More information on the websites: www.graz.at/gleichstellung and www.frauen.graz.at

Full presentation is available on EIGE's website at:

<http://eige.europa.eu/sites/default/files/documents/GM-21-22-Nov-2013-Priska%20Pschaid.pdf>



3.4. DISCUSSION

A discussion in plenary focused on the practical implementation of GIA.

Who is responsible for applying GIA? How much time is needed and available? Should each law and policy be submitted to an extensive GIA?

According to Ann Boman, in Sweden these are civil servants who are used to doing various analyses. It can also be desk officers at various ministries and members of various committees. It is difficult to say how much time it takes. In Sweden, GIAs are always made to be a part of the normal work of policy makers, who sometimes consult external experts.

The representative from France remarked that it depends on the law and its impact. 'Most of the time, we have 48 hours. But it also depends on a lot of factors.'

The representative from Spain confirmed that time available for a GIA depends on the law and its impact, as well as the pressure. They make a GIA-report for every new law: 'For a good GIA 2-3 weeks would be great but usually it is done in 1-2 days.'

Box 3: Should every law/policy be assessed?

- Test first significance, to know if a GIA is relevant
- Short report for every draft law
- Quick scan to assess if a GIA is relevant
- Use a regulation framework

Posted by the participants on the brown paper

Box 4: Hundred GIAs per year: Good Practice from Basque Country

4/2005 GENDER EQUALITY ACT. It obliges all public entities to:

- create equality bodies;
- have an equality plan;
- have training programs;
- carry out GIAs;
- reflect the gender perspective in statistics;
- include equality clauses in contracts and subsidies;
- have balanced representations in governments and in the Parliament.

Achievements:

- ✓ balanced representation of women and men in the Basque Parliament and governments (regional and local);
- ✓ increase of 200% in funding for GE;
- ✓ increase of 200% the staff for GE;
- ✓ 30% of the contracts and subsidies have equality clauses;
- ✓ specific training programme for civil servants;
- ✓ 100 GIAs per year.

Posted by one of the participants on the brown paper

The representative from Scotland said: 'We have the obligation to make GIA for every law. It can take 5 minutes, or it can take several months.' She explained that some laws – especially those who do not target people – can be gender neutral, although even in these cases gender impact often still exists. Nevertheless there are other laws which require several months and a team of experts to assess its gender impact. For example, a new law on pension rights requires a comprehensive analysis of many factors to assess its impact on women and men (labour market position, division of unpaid work, partnership, divorce, pension age, etc.), whereas a more simple issue, like introduction of a new traffic sign, requires less time.

A full gender impact analysis can take a lot of time. Therefore some countries first apply a 'quick scan' to assess the gender relevance of the draft law.

Vera Jauk from Austria confirmed that the ‘significance check’ is a first scan to evaluate gender relevance of a draft law. However, the time you need depends more on the availability of data, as some laws might in the first place appear to be gender neutral, but then data may show that they are in fact gender blind.

Another participant added that it is useful to make a quick scan and identify if there is a need for a further GIA, as resources are scarce. But it also requires resources to explain the result of a quick scan when it shows that no further GIA is necessary.

The discussion made it clear that **there is no standard recipe for a GIA. Each draft law and each draft policy requires its own time, depending on the gender relevance, procedure, stakeholders involved and data available.** Sometimes GEAs and GIAs are mixed up. Sometimes they only consist of tick-boxes. They can be the result of lobbying and advocacy work on the side of civil society organisations. They can also be done by external advisors or research institutions.

It was clear from the presentations that the persons in charge of GIA of a new law are in the first place the civil servants in charge of preparing a draft law. They can do it in their own office and additionally they may contract an external consultant with gender expertise in the area. They often include public servants in the ministries with good knowledge on gender equality (previously well trained), like gender equality focal persons. Or they include public servants in Gender Equality Offices with the help of area experts (NGOs, institutes, schools, social partners, etc.).

The experience in Spain is that the application of GIAs is a learning process for civil servants (in-house capacity building). It is important to include civil society in the GIA. For more complicated issues, the GIA can also be done by external contracted gender experts.

Box 5: Who should be in charge of implementing a GIA?

Public servants in the ministries with good knowledge on gender equality who were previously well trained), namely:

- Public servants in Gender Equality Offices with the help of area experts (NGOs, institutes, schools)
- Public servants in their own office with external consultants
- Dual strategy for GIA involving both non equality experts (civil servants do their own policy areas GIA); equality experts (e.g. the Basque Country Women’s Institute verifies GIAs and makes recommendations)

Posted by a participant
on the brown paper

Another participant highlighted the importance of public engagement. ‘Gender Impact Assessment requires specific expertise. So I enhance public debate by putting a draft law online for comments and discussions. It is helpful because it shows what can happen, and it points out things you haven’t observed.’

The moderator summarised that **a GIA of a draft law is in the first place the responsibility of the public officers in charge of drafting laws and/or policy making. However, they may require the support of internal and external gender experts, civil society or engagement in public debate online.**



When should a GIA start?

One of the participants stressed the importance to introduce GIA at the beginning of compilation of a draft law or regulation. 'All possible social impacts must be analysed.'

But even when you start at the beginning of the policy-making cycle, GIAs will not always have the desired impact, as another participant illustrated: 'I can tell you a story. In our country, we had a pension reform. We had a requirement to raise the pension age of men and women. We made a GIA of the reform. But finally no gender perspective was integrated in the reform, and our hard work was useless. The result is that we now have a gender-blind law.'

The moderator pointed out that the unpaid sector is often overlooked when drafting laws. Unpaid work is important for social sustainability. It is the biggest sector of the economy. However, you cannot build up pensions with unpaid work, so those who do unpaid work are punished with poverty when they are old. Unpaid work is an important criterion for GIA.

What are the criteria used for GIA?

Each country can have different criteria to assess the impact of laws and policies. Austria uses six criteria, including health, distribution of unpaid work and others (see par. 3.2). The moderator noted that different countries use different criteria, such as women's autonomy, or equality with a diversity perspective. It could be possible to derive criteria from the Gender Equality Index, as suggested by one of the participants who posted a remark on the brown paper.

Box 6: How to implement GIA?

- a) Raise awareness among management; advise and advocate for more effective institutional mechanisms; advocate for evaluation and repeat on annual basis; advocate for ongoing training at all levels
- b) Dual strategy for GIA involving both:
 - Non-equality experts – civil servants do their own policy areas (legislation)
 - Equality experts – the Basque Country; women's Institute verifies GIA's and writes recommendations for improving impact.
- c) Tools for GIA in the Basque Country:
 - standardised report template consisting of a total of 12 questions with instructions how to answer;
 - training course;
 - advice and help for doing GIA by equality units in all departments;
 - practical case studies;
 - guide for GIA and also sector-specific methods for GIA;
 - application to follow-up the results – number and categorise equality measures included before GIA (legislation in the initial draft), and after GIA (legislation published in the official bulletin).

Posted by the participants
on the brown paper

4. WORKING SESSION II. GENDER MAINSTREAMING IN PRACTICE: GENDER TRAINING

Gender training is an important aspect of institutional capacity building for gender mainstreaming. The session started with the presentation of research findings in the EU showing that pre-conditions for effective gender training are still far from being accomplished. A presentation of a good practice from Finland shows how gender training can enhance the process of gender mainstreaming. The presentations were followed by round table discussions in subgroups. The recommendations of the subgroups pointed out

that gender training should be introduced systematically at all levels, in all sectors, and tailored to the specific tasks and functions of the target groups.

4.1. PRECONDITIONS FOR EFFECTIVE GENDER TRAINING

Katerina Mantouvalou, ICF GHK, presented the research findings of EIGE's in-depth study on gender training in the EU, implemented in 2012-2013. The final results of the in-depth study on gender training will be made available in 2014. The rationale of the study was that knowledge and capacity building are required for implementation of policy commitments on gender mainstreaming. Besides a mapping study on training provisions, the in-depth study also examined success factors and preconditions for effective gender equality training, and its impact. Five case studies were selected in Austria, Germany, Finland, Greece and Sweden for in-depth analysis.

The findings of the study were that there are eight preconditions for effective gender mainstreaming, as shown in the overview below. Evidence shows that EU Member States often fail to meet them.

Preconditions for effective gender equality training	Situation in the EU
1. Legal and policy framework for GM in place	1. Limited mainstreaming in policy documents
2. Organisational strategy for gender competence development	2. Training not systematically included in action plans
3. Sufficient resources for gender competence building	3. Lack of funding
4. Staff is encouraged to attend gender equality training	4. Few incentives to attend training
5. Managers take ownership of the GM strategy and its fulfillment	5. Limited ownership
6. Gender equality training is tailored to the audience	6. Generic and introductory training
7. Gender competence is developed as an ongoing process	7. One-off training
8. The programmes are monitored and evaluated	8. No systematic monitoring beyond 'satisfaction surveys'

Katerina Mantouvalou explained that so far gender equality training hasn't brought the expected results. This is due to the fact that gender mainstreaming is not systematically taken on board in policy documents. In practice, there are no systematic commitments to capacity building, and there is lack of continuity. There is also lack of understanding among staff on how gender equality training may be useful for their day-to-day work. Management involvement is poor, and in practice there is no continuous evaluation and monitoring of gender equality training. Usually programmes are evaluated by the end of the projects. 'But I don't want to upset you – there are good examples as well that will be presented to you today', concluded the presenter.



Full presentation can be found on EIGE's website at:

<http://eige.europa.eu/sites/default/files/documents/GM-21-22-Nov-2013-Katerina%20Mantouvalou.pdf>

4.2. GENDER COMPETENCE DEVELOPMENT: GOOD PRACTICE FROM FINLAND

Hillevi Lönn from the Finnish Ministry of Employment and the Economy (MEE) presented the 'Valtava' Gender Mainstreaming Programme. Valtava is a shortened version of the Finnish expression for mainstreaming.

The Valtava programme is a national gender equality programme (2008–2013) implemented in the context of the European Social Fund (ESF). Valtava includes 20 projects around the country, all promoting gender equality and gender mainstreaming. Each project had to choose its targets: for example, to support entrepreneurship of women and men in non-traditional sectors, or to develop gender awareness among educators. As the programme manager, Hillevi Lönn negotiated each project. One of the requirements was that each project should add something new to gender equality in the Finnish context. The **support structure** of the MEE included gender training, tailor-made project consultation for funders on a one-to-one basis, workshops and seminars for projects, open seminars for a wider public in the regions.

The MEE made a **compendium of good practices** of gender equality projects from 1980s until now. Also, a **gender analysis** of the current ESF programmes and project plans was made. Some of the findings showed that gender mainstreaming was conducted in an inappropriate way, and concepts were mixed up in the projects. These were useful insights for the preparation of the future projects. **Gender training** was implemented to enhance effective gender mainstreaming in project planning, and a **handbook for gender mainstreaming** in projects and customer services was developed. The skills and tools developed were useful for the projects, so the Valtava programme was extended.

Hillevi Lönn presented the **factors for successful gender training**:

- The training should be tailor-made and respond to the identified training needs. A training needs assessment should identify previous gender knowledge of trainees and the context of their work;
- Gender equality training should be compulsory. It should be well prepared and of high quality;
- The training should contain 'soft' and 'hard' sections; i.e. attitudes, feelings as well as facts;
- Gender equality must be 'business as usual'; part of the regular competence and capacity building;
- Training should be long lasting to create an ongoing learning process;
- Training should have additional supporting measures, such as toolkits, coaching and consultation.

The **challenges for gender training** are:

- The diversity of trainees is a challenge but also an opportunity to develop the right training methods;
- The commitment and example from the top management can be improved;
- Gender is seen as a 'separate' topic /factor;
- Trainers are only women; therefore it is often seen as a 'women's issue';

- Gender mainstreaming is often seen as 'counting heads' (men/women);
- People say they are gender neutral, but in fact they are gender blind.

More info:

http://www.tem.fi/en/ministry/gender_equality/development_programme_valtava

Full presentation is available on EIGE's website at:

<http://eige.europa.eu/sites/default/files/documents/GM-21-22-Nov-2013-Hillevi%20Lonn.pdf>

4.3. DISCUSSION

One of the speakers noticed that funds for gender equality training programmes are often project funds. Therefore, most training initiatives are *ad hoc* as there is no continuous resource provision. Katerina Mantouvalou confirmed that there is a need for continuous resources.

The same speaker also noticed the wide variety of training methods and tools. She asked if EIGE could help and guide trainers to prepare tailored training. Katerina explained that EIGE has developed resources on gender training (see Box 7).

Maurizio Mosca underlined that monitoring and evaluation of gender training is fundamental. This is not a luxury. It is crucial to make gender mainstreaming work. Thera van Osch stressed the importance of his statement and mentioned the free online course on Gender Mainstreaming in Result-Oriented Monitoring, which includes 14 gender monitoring tools. Link to the course is here: www.romgendercourse.eu

Discussion in sub-groups

The moderator divided the participants into five new groups, using coloured cubes for random formation of the groups. The central question for all the groups was:

How to achieve effective gender training?

To answer this question, each table had to discuss a sub-question:

Table 1: What should be the target group for gender training in the EU Member States?

Which target groups are crucial for gender mainstreaming? How do you reach them?

Table 2: What should be the learning objectives of a gender training?

Which knowledge, skills, and attitudes should be learned in gender training?

Table 3: Which are compulsory modules of a Gender Training for policy makers?

Which elements cannot be missed in the content of gender training for policy makers?

Box 7: Links to more information

- For more information and guidelines on Gender Mainstreaming and Gender Training specifically: <http://eige.europa.eu/resources/gender-training>
- Good practices in Gender Training: <http://eige.europa.eu/good-practices/gender-training>
- 5-step guide to quality in Gender Training (several language versions!): <http://eige.europa.eu/content/document/gender-training-stepbystep-approach-to-quality>
- What are the factors that contribute to the success of Gender Training? (several language versions!) <http://eige.europa.eu/content/document/gender-training-factors-contributing-to-its-effective-implementation-and-challenges>

Resources developed by EIGE

**Table 4: What should be the qualifications/profile of a gender trainer?**

What are the most important aspects of the profile of a gender trainer?

Table 5: How should the effectiveness of gender trainings be measured?

Is there a baseline needed? How should gender training be evaluated?

Presentation and discussion in the plenary

The groups summarised the results of the discussions on a flipchart and presented their conclusions and recommendations in the plenary:

Group 1: What should be the target groups of gender training in the EU countries?

The group identified different target groups in the public sector as well in the private sector. They explained that each target group should have a different approach in line with their specific tasks and core competences.

On the basic level, training is needed to **make the citizens** sensitive to gender in the first place.

For the public and private sector, this group identified the following target groups at national, regional, and local level:

Public sector	Private sector
<ul style="list-style-type: none"> • politicians • management • civil servants • security forces (police, lawyers, etc.) 	<ul style="list-style-type: none"> • trade unions • mass media • employer's organisations

Training should be implemented **at all levels**: in the public sector from local authorities up to national authorities. In the private sector, training is also needed at company level as well as at the level of the national representatives of the social partners.

This working group stressed also the importance of **sectorial training**: in the sector of health; employment; education; social affairs; justice; and security forces. In each sector different gender issues are at stake, which means that a different approach is required for each sector.

How to reach these target groups?

- Talk about regulation: make it part of the normal procedures for capacity building of employees.
- Inter-ministerial committee: ensure that each Ministry takes its responsibility.
- Included in curriculum: for long-term structural results it should be included as a standard in the curriculum of relevant studies.
- Advocacy: the role of civil society is important.
- Penalties: if gender training is compulsory, then penalties should be given if people do not attend.
- Training plan (structure): the training plan should be appealing.
- Tailor-made (close to the tasks): training should be relevant to the work, practical and directly applicable.

Group 2: What should be the learning objectives of gender training?

Group 2 distinguished learning objectives for senior management and for the trainers, as shown in the overview below.

MANAGERS	TRAINERS
KNOWLEDGE	
<ul style="list-style-type: none"> • Gender roles • Context in which they operate • Existence of inequality based on facts • Benefit of training for their organisation • Transfer of knowledge to concrete actions • Value of having an ongoing strategy • Knowledge + experience from other MS • Value of evaluation 	<ul style="list-style-type: none"> • Good knowledge in the sectoral area • Strong background in gender equality • Knowledge about the benefits of training that they provide • Value of evaluation • Attention to the needs of trainees • Results of provision of evaluation
SKILLS AND RESOURCES	
<ul style="list-style-type: none"> • Endurance • Change management • Goal setting • Leadership skills (gender sensitivity should be part of it) • Handling resistance from the audience 	<ul style="list-style-type: none"> • Tailoring gender equality training • Handling resistance from the audience
ATTITUDES	
<ul style="list-style-type: none"> • Ownership • Commitment • Awareness of inequalities • Gender mainstreaming is a strategy of change • Respect 	<ul style="list-style-type: none"> • Humour • Flexibility • Let people talk + exchange of experiences • Interact • Listen • Respect

Group 3: What are compulsory modules of gender training for policy makers?

Group 3 divided gender training into three main modules.

The first module consists of a basic initial training. It includes legal framework, basic gender concepts, and the rationale for promoting gender equality. It is important not to theorise gender mainstreaming, but keep it practical.

The second module should be more advanced and tailored to the sector or policy area of the trainees. Good practices with evidence should be presented. The trainer should be an expert in this area. Monitoring of policy is important, and evaluate of the impact of policy. Peer-to-peer experience is also important.

The third module consists of personal coaching which is an ongoing training of policy makers. The following overview shows the content of the three modules:



Compulsory modules of gender training for policy makers		
Basic initial training (beginning of legal act drafting)	Sectorial training (policy areas)	Personal coaching (ongoing)
<ul style="list-style-type: none"> • basic concepts • benefits of gender equality (for men and women) • regulations about gender equality (international, EU and national) • risks and costs of not taking gender into account • do not 'theorise' gender mainstreaming 	<ul style="list-style-type: none"> • risks and costs in a certain policy area • good practices (with evidence of the achievements) • expertise in the policy area • present the policy cycle together with methods (e.g. GISA, GB, M&E) • peer-to-peer experiences • obligations about gender in the policy area 	<ul style="list-style-type: none"> • consultation about specific examples • operational (someone you can rely on for implementing gender mainstreaming when needed)

Group 4: What should be the qualifications/profile of a gender trainer?

Group 4 focused on the factors that authorities commissioning the training should take into account when hiring a trainer.

- Context:** the trainer must understand the context of the receivers of training, including social political and economic rights, should be very specific, providing concrete examples and create opportunities to share experiences.
- Characteristics:** the trainer should believe in gender equality, and live in the issue. The training should be done by teams of trainers; trainers should be women and men.
- Knowledge:** knowledge on gender and professional experience is important; the trainer should have a theoretical background transferred into a practical context; sectorial knowledge needed.
- Skills and competences:** trainers should have pedagogical, facilitation and communication skills, know about participatory methods, understand the needs of trainees, and respond to resistance from the audience. In terms of competences, we looked at behaviour: convincing, outspoken, opinionated, able to challenge audience, possesses good communication skills. Qualifications are important but what is particularly important is the transferability to reality.

Group 5: How should the effectiveness of gender training be measured?

The group summarised the most important elements of measurement of effectiveness of gender training as follows:

- Compare results to objectives
- Combine external evaluation with internal self-assessment
- Long-term + short-term evaluation
- Use evaluation for feedback about the trainer

The group distinguished the following evaluation questions:

Questions (self-assessment):

- What is the new information learned?
- What are the new skills gained?
- Can the new knowledge and skills be put into practice?
- Are you able to teach others what you have learned?

Questions (external evaluation, long-term):

- What have you put into practice?
- Is your organisation in favour?

5. CONCLUDING SESSION: REFLECTION, PROPOSED ACTION AND THE WAYS FORWARD

The concluding session consisted of a presentation on gender mainstreaming in the EU structural funds, followed by words from EIGE's director Virginija Langbakk on current activities in this area by EIGE. This was followed by an interactive brown paper session related to the discussion on the ways forward. Participants highlighted their role as promoters of policy and institutional mechanisms for gender mainstreaming in their countries. They attributed a high importance to EIGE's role in getting the EU Member States on board of the process of effective gender mainstreaming.

5.1. GENDER MAINSTREAMING IN THE EU STRUCTURAL FUNDS IN 2014–2020

Renate Wielpütz from the Agency for Gender Equality in the ESF in Germany represented the European Community of Practice on Gender Mainstreaming, shortly named the **Gender CoP**, which is composed of 14 ESF Managing Authorities².

Currently, there are some burning gender equality issues in the EU, including:

- lack of cohesion among the EU Member States on the gender equality model of the EU (dual gender equality strategy, aiming at economic independence);
- persistence of gender inequality, and 'gendered' impact of crisis;
- only ESF is tackling gender issues, while other structural funds do not – or only marginally – invest in promoting gender equality. Except for ESF, other funds have a gender equality patchwork approach without any coherence from the EU to MS to projects.

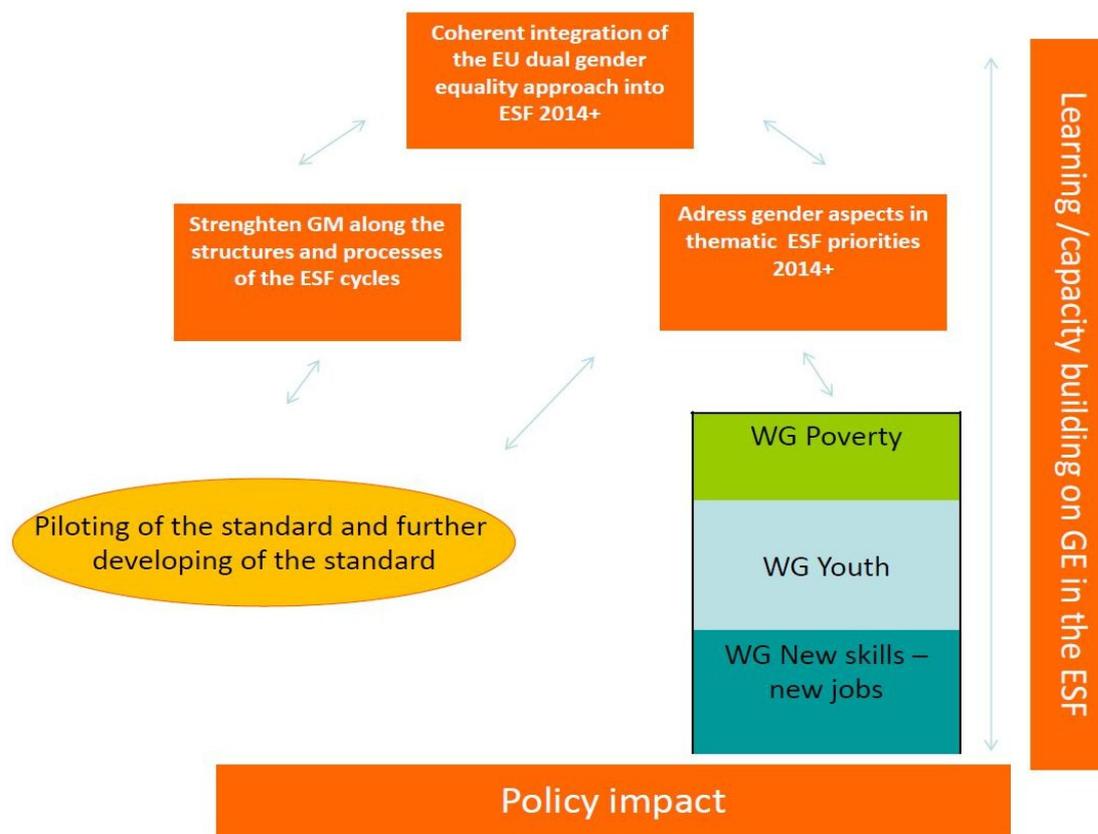
The findings of an EC evaluation and a Gender CoP baseline study show that over the period 2007–2013 there was no coherent integration of the EU gender equality goals and strategy in the system and procedures: gender goals evaporated at implementation level. There was overall lack of understanding, competence and expertise to enhance a gender equality perspective throughout the cycle of operations. Also the thematic priorities of ESF over the period 2007–2013

² Sweden (Lead Member State), Austria, Belgium (Flanders), Belgium (French speaking Community), Czech Republic, Estonia, Finland, France, Germany, Greece, Italy, the Province of Bolzano (Italy), Poland and Spain. Soon also Scotland.

have been addressed with mixed results. There was a lot of lip-service about economic independence of women, but little attention to the quality of women's work in the labour market. Reconciliation of work and life was often addressed without questioning the male breadwinner model. Much attention was given to the supply side of the labour market (e.g. empowering women), whereas the 'demand side' (male-dominated systems and structures of labour market, company cultures) was ignored. Moreover, due to the economic crisis investments shifted away from gender equality objectives. Finally, Member States' capacities to implement the dual gender equality approach also show a mixed picture.

The cohesion policy 2014+ however, provides a new framework for addressing gender inequalities, discrimination and effects of crisis, as is shown in the figure below. The main actors for decision making are: the European Commission, the Council, and the EU Parliament.

Figure 1. Coherent integration of the EU dual gender equality approach into ESF 2014+



The main activities of the Community of Practice on Gender Mainstreaming consist of:

- Development and piloting of Gender Mainstreaming Standard in ESF in the Member States;
- Gendering ESF priorities/flagship issues;
- Joint learning on gender equality and further development of Gender Mainstreaming Standard;
- Gender Equality capacity building of members of Community of Practice and beyond;
- Strengthening and enlarging network of gender mainstreaming practitioners;
- Advocacy and policy impact (position papers, alliances, conferences, etc.).

Documentation about the activities and conferences organised by Gender CoP is available at: www.gendercop.com/activities

The **burning gender equality issues** which are currently addressed by the Gender CoP are:

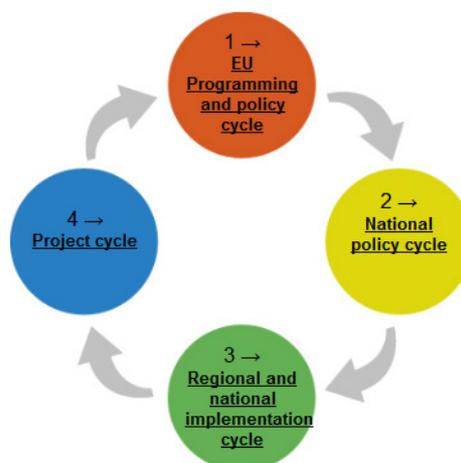
- Promoting economic independence;
- Gender mainstreaming in the budget; i.e. gender budgeting;
- Addressing gendered impact of crisis;
- Multiple discrimination;
- Institutionalisation of gender mainstreaming/dual gender equality approach.

Gender CoP developed a Gender Mainstreaming Standard, which contains specific recommendations regarding three dimensions of the implementation of the four ESF cycles:

- integrating a gender perspective into **ESF procedures**;
- applying a gender perspective to ESF **themes**;
- building **competence** to work with gender issues in the ESF.

In order to ensure that gender mainstreaming in the projects is supported by the EU Structural Funds, a coherent strategy and process must be set up throughout all policy and implementation cycles on EU and national levels. The policy cycles are fed from all levels and are mutually interdependent, but nonetheless begin right at the top, with the policy planning and implementation at EU level.

Figure 2. : ESF Policy cycles



Although it is not always explicitly mentioned, **Gender Equality and Cohesion Policy are at the same level of EU policy commitment:**

- In the Lisbon Treaty (2009), gender equality is enshrined as a core objective of the EU and a fundamental principle to be mainstreamed in all the policies;
- Gender equality is formulated in the Council's European Pact for Gender Equality (2011 – 2020) and the Commission Strategy for Equality between Women and Men 2010 – 2015;
- The Structural Funds 2014+ include gender equality among main sources for cohesion policy and support of Europe 2020 Strategy;



- The European Pact for Gender Equality is at eye level with Europe 2020 Strategy (Council) and emphasises a close link to the European Gender Equality Strategy (2010 – 2015), and the 2020 Strategy and Cohesion Policy.

Lessons learned of the previous ESF funding period are applied in the funding period 2014+. This is reflected in the common provisions and regulations (see box: Art. 7).

For the coming period, gender equality and non-discrimination apply to all EU Structural funds (not only to the ESF). This means that **Member States need to make use of all funds to tackle gender gaps and must specify the contribution of all ESI Funds to gender equality/the dual approach.** The EU Commission must address gender inequalities as a **top priority in the negotiations with the Member States on Partnership Contracts and Operational Programmes**, to make sure that country specific recommendations on gender equality are followed by the Member States and regions.

Article 7 (Gender Equality/Non-Discrimination) of Common Provisions Regulation

'The Member States and the Commission shall ensure that equality between men and women and the integration of gender perspective **are taken into account and promoted throughout the preparation and implementation, in relation to monitoring, reporting and evaluation of programmes.**'

ESF Regulation, Art. 8, Non Discrimination and equal opportunities for all

'The Member States and the Commission shall promote equal opportunities for all, without discrimination based on sex, racial or ethnic origin, Religion or belief, disability, age or sexual orientation through mainstreaming the principle of non-discrimination, as referred to in Article 7 of Regulation (EU) No [CPR]. Through the ESF, they shall also support specific actions within any of the investment priorities as defined in Article 3, and in particular Article 3(1)(c)b1(iii). *Such actions shall aim to combat discrimination for all as well as to improve accessibility for persons with disabilities, with a view to improve their integration into employment, education and training, thereby enhancing their social inclusion, reducing inequalities in terms educational attainment and health status and facilitating the transition from institutional to community-based care in particular for those who face multiple Discrimination.*'

ESF - Article 7 - Promotion of equality between men and women

'The Member States and the Commission shall promote equality between men and women through mainstreaming as referred to in Article 7 of Regulation (EU) No [CPR] **throughout the preparation, implementation, monitoring and evaluation of the programmes. Through the ESF, they shall also support specific targeted actions within any of the investment priorities as referred to in Article 3, and in particular Article 3 (1)(a)(iv), with the aim of increasing the sustainable participation and progress of women in employment, thus combating the feminisation of poverty, reducing gender-based segregation and combating gender stereotypes in the labour market and in education and training, promoting reconciliation of work and personal life for all and equal sharing of care responsibilities between men and women.**'

The European Parliament has broadened the ESF target groups and areas of intervention for the Funding Period 2014+ by including refugees and asylum seekers, children, people of all age groups hit by social exclusion and poverty, actors of the social economy, social inclusion: new priority is given to address child and old-age poverty.

More information:

www.gendercop.eu

www.esf-gleichstellung.de

Full presentation is available on EIGE's website at:

<http://eige.europa.eu/sites/default/files/documents/GM-21-22-Nov-2013-renate.wielputz-final.pdf>

5.2. THE WAY FORWARD

By means of a brown paper session all participants were invited to reflect on the possible support to the process of effective gender mainstreaming in Europe while answering the following questions in written:

- What can I do as a person to enhance gender mainstreaming now, in 1 year, in 2–3 years?
- What can your country/organisation do now, in 1 year, in 2–3 years?
- What can EIGE do to build capacity for gender mainstreaming now, in 1 year, in 2–3 years?

After having posted a huge amount of cards, the participants were invited to identify their priorities for EIGE's future role by putting stickers on the cards with the most appealing ideas or with proposals of the highest priority.

The following paragraph provides a summary of the contributions of the participants.

What can I do?

At the individual level, many participants thought they could **promote, lobby and advocate** for a policy and institutional mechanisms for gender mainstreaming. In the short run many of them wanted to **disseminate information** about gender mainstreaming, good practices, and particularly about the results of this seminar. Within one year some participants wished to improve the quality of gender competence development initiatives that their institutions/organisations were providing.

What can my organisation, my government, my country do?

The great majority of ideas were about **strengthening policy and institutional mechanisms for gender mainstreaming** at country/governmental level. A broad spectrum of strategies was proposed to achieve this goal, including gender mainstreaming in the national constitutions, gender budgeting, gender impact reporting, establishment of an independent GIA body for evaluation and guidance, monitoring gender mainstreaming implementation, setting gender competence development standards, and creating incentives for gender focal points in the ministries.

Gender training should be more systematically used as a tool to increase awareness and to build capacity of civil servants at the EU level. The participants felt there was a need for attention to gender equality issues in the agenda of the Council and respective Presidencies as well as the European Commission.

What should EIGE do?

Most of the posted ideas about the role of EIGE were about **getting the Member States more involved and committed to gender mainstreaming**. A high priority was given to the role of EIGE to **'raise awareness, at policy level, on gender inequalities and on the contribution of gender equality to social and economic growth.'**



Facilitating networking is another role that was highlighted by the participants. Continuing the **gender training network** was mentioned both for the short and medium term. Facilitating contacts between the countries and organising specific **meetings on gender mainstreaming tools such as GIA, statistics and gender training** were also seen as highly appreciated roles of EIGE. An idea was raised for EIGE ‘to establish and coordinate an online community of practice’ where experts and practitioners would be invited to share their experiences.

The participants felt that EIGE had a clear role in disseminating the latest information on the developments of gender equality, legal obligations and political commitments across the EU to the officials in the EU Member States at all levels. A clear emphasis was put on EIGE’s **support to the Member States and building their gender mainstreaming capacity** by: visiting Member States, cooperating in peer-to-peer exchange, offering know-how, disseminating good practices and good examples, tools and methods, by providing support to the Member States in the process of implementing gender mainstreaming, keeping in touch with various actors involved in gender equality actions at Member States level, and finally by promoting monitoring and evaluation tools for gender mainstreaming. One of the proposed approaches in this area was to develop sectorial information on GM, present it online and organise sector-based meetings on gender mainstreaming for EU Member States institutions.

A task that was prioritised by many participants was to ‘help **streamline a unified methodology/approach for gender training** in EU + countries’. The latter action was thought to help improve the quality of gender training provision and an improved gender equality competence of civil servants in the Member States. With regard to the competence development function, the participants suggested that EIGE could help to improve the competences of gender trainers, e.g. by facilitating expert discussions on quality assurance of gender training, providing support in capacity building of different stakeholders, e.g. staff of the EU and national administration, taking into account their different needs.

In general, the participants tended to emphasise EIGE’s role as a supporter of **EU Member States in getting on track with effective gender mainstreaming**. This role would be complementary to what participants could do individually at country level, particularly in the area of **promoting, lobbying and advocating for gender mainstreaming**.

The meeting concluded with an affirmation that EIGE will be able to address some of the expectations through the already planned activities and tools (e.g. expert meetings, peer-to-peer exchange seminars, EuroGender network, Resource and Documentation centre, others). EIGE is already working to effectively provide practical support on gender mainstreaming to the Member States and EU institutions through collecting and making available relevant information and bringing the people together for a face-to-face exchange of experiences. The suggestions for the directions to take in the future shared by the seminar participants are of an utmost importance and will greatly influence the upcoming agenda at EIGE.

As Virginija Langbakk put it, ‘now that we know what works and what doesn’t, we have a role to play, to mobilise everybody’s effort in the Member States. Putting statistics in use is critical, and we are doing that. We need to do a lot of capacity building in gender-related issues. I hope we will achieve a lot in the upcoming three years. But the future depends on how we can reach policy makers and individuals.’

European Institute for Gender Equality

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