A. Economic independence

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
A	1a	**Monitor and strengthen gender mainstreaming in the Integrated Guidelines for growth and jobs and in streamlined open method of coordination that covers pensions, social inclusion, health and long term care, including by preparing in 2007 gender equality manuals for actors involved in these processes and assessing how social protection system can promote gender equality**	2006	Gender mainstreaming in the Lisbon Strategy - 2008 Progress Report and Joint Employment Report	Gender mainstreaming in the Lisbon process. Follow up of the work in the MS under the topic implementing structural reforms in the Joint Employment Report. Country Specific Recommendation (CSR) to MT (for the participation of women in labour market) and NL (for the numbers of hours worked for women). Integration of gender issues in the detailed analysis of employment policies adopted by the Commission : http://ec.europa.eu/growthandjobs/pdf/european-dimension-200812-annual-progress-report/annualass_detail.pdf	Gender mainstreaming in the Lisbon Strategy - 2009 - 2010. Mainstreaming in the Mutual Learning Program and the European Employment Observatory. Reinforcement of gender issues in the revised Lisbon strategy post-2010.	WP	EMPL	prog.
	1b		2007	Analysis of national gender equality policies by the Network of experts on Employment Gender Equality issues	Reports on "Gender in the Lisbon strategy and the 2008 NRPs", "Provision of childcare services", "Gender segregation in the Labour market"; analysis notes on the economic case for gender equality, the gender dimension of flexicurity policies and a composite index on gender equality - http://ec.europa.eu/employment_social/gender_equality/gender_mainstreaming/gender/exp_group_en.html	For 2009 : Analysis of gender mainstreaming in the Lisbon strategy by the Network of experts on Employment Gender Equality issues. Two thematic reports on fiscal systems, gender equity and female employment in Europe and on flexible working arrangements. An analysis note on the impact of the financial crisis on gender equality (plus three others to be determined). http://ec.europa.eu/social/main.jsp?catId=748&langId=en	2007	EMPL	prog.
	1c		2006	Gender mainstreaming in the OMC (pensions, social inclusion, health and long term care) -Analysis of national policies from a gender perspective considered in 2009 Joint Report on Social Protection and Social Inclusion	Analysis of national policies from a gender perspective considered in 2009 Joint Report on Social Protection and Social Inclusion; Peer Review Seminar on the return of women to the labour market	Gender mainstreaming in the 2010 year for combating poverty and social exclusion	WP	EMPL	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
A	1d	**Monitor and strengthen gender mainstreaming in the Integrated Guidelines for growth and jobs and in streamlined open method of coordination that covers pensions, social inclusion, health and long term care, including by preparing in 2007 gender equality manuals for actors involved in these processes and assessing how social protection system can promote gender equality**	2007	Analysis of national policies from a gender perspective by the expert network in gender equality, social inclusion, health and long-term care	Analysis of the National Reports on Strategies for social inclusion and social protection from a gender perspective, Thematic report on Ethnic Minority and Roma women -	2009 Two thematic reports: 'Access to healthcare and long-term care: equal for women and men? And Gender mainstreaming active inclusion policies http://ec.europa.eu/social/main.jsp?catId=748&langId=en	2007	EMPL	prog.
	7a		2007	Results of the study to improve knowledge on the socio-economic impact of pension systems on women will be available in 2009	Steering of the study to improve knowledge on the socio-economic impact of pension systems on women	Results of the study to improve knowledge on the socio-economic impact of pension systems on women will be available	2009	EMPL	prog.
	7b		2008	Launch of a study on legal aspects of gender equality and /or discrimination in social protection	Study on legal aspects of gender equality and /or discrimination in social protection launched	Results of the study on legal aspects of gender equality and /or discrimination in social protection	2010	EMPL	prog.
A	2a	**Present a Communication on gender pay gap in 2007**	2006				2007	EMPL	comp.
	2b	**Follow up of the Communication on gender pay gap COM(2007)424**	2008	Follow-up of the Communication "tackling the pay gap": Analysis of the current legislation on gender pay gap	A call for tenders for a study on the effectiveness of legislation was launched. The network of national equality bodies has been sent a questionnaire on the same issue.	The final report of the study on the effectiveness of legislation is due end of May 2009. A communication and an initiative (legal or not legal) on the gender pay gap is foreseen in 2010.	2008	EMPL	prog.
	2c		2008	Study on the practices at the work place to support gender equality - Follow-up of ESF role in reducing the pay gap	Study on the non legislative practices at the work place to support gender equality launched	Results of the study on the non legislative practices at the work place to support gender equality (seminar June 2010)	2010	EMPL	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
A	2d	**Follow up of the Communication on gender pay gap COM(2007)424**	2008		Preparation of the communication campaign on the pay gap	Communication campaign on the pay gap launched in March 2009 in Brussels in the context of the International Women's Day with a press conference by Vladimir Špídla - Http://ec.europa.eu/equalpay	2009	EMPL	prog.
	2e		2009		Implementation of the new harmonised methodology (SES) in order to have comparable figures between Member States	Publication of a Statistics in focus on the Gender Pay Gap (new sources: structure of earnings survey) and provision of the results of Eurostat study on econometric methods to evaluate the GPG using SES data (2009)	2009	ESTAT	prog.
A	3a	**Monitor and strengthen gender mainstreaming in national and European activities in the 2007 European Year of Equal Opportunities for All**	2006				2007	EMPL	comp.
	3b		2008	Follow-up of the European Year for Equal Opportunity for All with a Communication to define the future of discrimination policies	Communication to define the future of discrimination policies "Non-discrimination and equal opportunities: A renewed commitment" {SEC(2008) 2172} /* COM/2008/0420 final	Support MS actions regarding discrimination including multiple discriminations related to gender.	2010	EMPL	prog.
A	8	**Prepare in 2010 a report on the implementation of the Directive 2004/113 on equal treatment for women and men in the access and supply of goods and services**	2007	Legal experts network report on legal transposition of the Directive 2004/113 on equal treatment for women and men in the access and supply of goods and services	Legal experts network have reported on legal transposition of the Directive 2004/113 on equal treatment for women and men in the access and supply of goods and services	Directive 2004/113/Ec was adopted on 13 December 2004 to implement the principle of equal treatment between men and women in the access to and supply of goods and services. Member states were required to transpose this directive by 21 December 2007. The national equality bodies will report on it in 2009. A report is foreseen in 2010. This report will include an assessment of information gathered following the Forum on Article 5 of the Directive (insurance and related financial issues).	2010	EMPL	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
A	**9**	**Monitor and strengthen gender mainstreaming in the 2010 European Year of Combating Exclusion and Poverty**	2006	On-going preparation of the 2010 European Year of combating exclusion and poverty	The strategic framework document setting priorities and guidelines for the 2010 European Year of combating exclusion and poverty includes gender mainstreaming,	MS should present in their national programmes for the 2010 European Year of combating exclusion and poverty how the actions will involve gender issues.	2010	EMPL	prog.
A	**4a**	**Monitor and strengthen gender mainstreaming in health policies, including by updating the gender dimension in health**	2006	Report on women's health in 2009	Green Paper on the European Workforce for Health COM(2008) 725 final	Report on women's health - Communication on health inequalities and the accompanying impact assessment - Report on reproductive health	2009	SANCO	prog.
	4b					Thematic expert report on "Access to healthcare and long-term care: equal for women and men?" (see A1d)	2009	EMPL	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
A	10	**Together with MS promote gender mainstreaming and specific measures in the programming and implementation of the new SF, EFF, EAFRD, including through monitoring and ensuring adequate resources for gender equality**	2006	Thematic analysis of 2007-2013 ESF programmes regarding the gender issues - Follow-up of the implementation of the operational programmes	Launch of the thematic study of 2007-2013 ESF programmes "Gender mainstreaming and reconciliation of work and private life"	A thematic study of 2007-2013 ESF programmes "Gender mainstreaming and reconciliation of work and private life" has been reported in 2009. An ex-post evaluation of the European Social Fund's support to Gender Equality (2000-2006) has been launched.	WP	EMPL	prog.
A	11		2006	Follow-up of the implementation of the operational programmes - Meetings of HLG on January 2008 and November 2008 - Ex-post evaluation of effectiveness of SF policies on gender	Follow-up of the implementation of the operational programmes - Meetings of HLG on January 2008 and November 2008 - Ex-post evaluation of effectiveness of SF policies on gender	Meetings of HLG on June 2009 and November 2009 renewed mandate in 2010 - Ex-post evaluation of effectiveness of SF policies on gender - Workshop on gender issues in the open days (10/09)	WP	REGIO	prog.
A	12		2006	Follow-up of the implementation of the EAFRD programmes	Article 8 of the Council regulation(EC)1698/2005 on support to rural development by EAFRD foresee that MS and the Commission shall promote equality between women and men during the various stages of programme implementation, This includes the stage of design, implementation, monitoring and evaluation. Corresponding Rural Development programs address this issue.	Follow-up of the implementation of the EAFRD programmes	WP	AGRI	prog.
A	13	**Together with MS promote gender mainstreaming and specific measures in the programming and implementation of the new SF, EFF, EAFRD, including through monitoring and ensuring adequate resources for gender equality**	2006	Follow-up of the implementation of the programmes - Conference on the role of women in fisheries	Commission encouraged Member States to take equal opportunities into account during the negotiation of the remaining Operational Programmes	Follow-up implementation of the programmes (including peer review during EFF committee). Assess effect of the operational programmes on gender equality in the context of the interim evaluation of the EFF due in 2010-2011. Encourage women to become dynamic actors in the sustainable development of fisheries areas (future initiatives such as seminars and studies/ thematic dossiers to discuss and analyse role of women in axis 4 of EFF).	WP	MARE	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
A	14a	**Monitor and strengthen gender mainstreaming in the framework for the Integration of Third-Country Nationals in the EU, the follow-up to policy plan on legal migration and the proposed European funds for the integration of third country nationals**	2006	Follow up on the two draft Directives (on high qualified employment, and on single permit/rights of migrant workers) in the Council and European Parliament	Political agreement has been reached in the Council on the draft directive on highly qualified employment, the "Blue Card Directive" for highly qualified migrants has been adopted on 25.05.2009, while negotiations are still ongoing in respect of the single permit/rights of migrant workers. The European Parliament adopted its opinions in November 2008.	Presentation by the Commission in July of proposals for directives on seasonal workers and intra-corporate transferees. The proposal on remunerated trainees, which will modify Directive 2004/114/EC, will be presented following the report, to be issued in 2010, on the evaluation of the implementation of this Directive."	2009	JLS	prog.
	14b		2007	2008 National programmes will be presented and evaluated by the Commission - Community actions will be carried on	2008 national programmes have been adopted by the Commission. For 2007 Community actions, projects started at the end of the year. For 2008 Community actions, the work programme was adopted and the call for proposals was launched.	2009 National programmes will be presented and evaluated by the Commission - Community actions will be carried on.	2010	JLS	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
A	15a	**Promote female entrepreneurship and a business environment that facilitates the creation and development and of women-led companies - encourage corporate social responsibility initiatives on gender equality**	2006	Improve the situation of women in entrepreneurship: Annual report on WES network to support exchanges of good practices between MS - Up-date of WES portal on women entrepreneurship - Two meetings of WES network - Contacts with women entrepreneur organisations - Study on women innovators and entrepreneurship	2 WES metings:28/02/2008 and 10/10/2008. WES Annual Activity Report 2007 published on 8/10/2008. Study on women innovators and entrepreneurship published : 10/10/2008. Web-site: http://ec.europa.eu/enterprise/entrepreneurship/support_measures/women/wes.htm. Continuous meetings with women entrepreneurs' associations.(FEMM, Eurochambers, World Bank), regional and national organisations from Europe and third countries.	**2009**: Improve the situation of women in entrepreneurship. Small Business Act: call to establish an EU network of female entrepreneurship ambassadors. Call to promote entrepreneurship among women graduates (part of the call on entrepreneurship education). Meeting of the WES network. WES Annual Activity Report 2008. Contacts with women entrepreneur organisations and associations. **2010**: SBA: promote mentoring schemes to inspire women to set up their own businesses. WES Annual Activity Report 2009. WES meetings. Study on female entrepreneurship.	WP	ENTR	prog.
	15b		2008	State aid exemption regulation in the case of small enterprises created by women entrepreneurs - The Commission will adopt a regulation automatically approving aid for jobs and growth	General block exemption on state aid adopted on 6/08/2008 - Commission Regulation (EC) 800/2008 OJ L 214, p 3 - The art 6 foresees aid for small enterprises created by female entrepreneurs	The monitoring follows the general monitoring in the field of state aid: the Member States will annually report to the Commission on measures they have taken under the Regulation, thus including also measures taken under Article 6. The first reporting will take place in spring 2010.	2010	COMP	prog.
	5		2006	Network of companies aiming at the exchanges of good practices for gender equality through the alliance and CSR HLG cooperation	The Commission supports a business-led European Alliance for CSR, which has hosted "laboratories" (long-term workshops) on "mainstreaming diversity in the company" and "equality between women and men". http://www.csreurope.org/pages/en/laboratories_quickguide.html	Dissemination of the results of the laboratories and work on the next phase of their development.	WP	EMPL	prog.
A	16	**Analysis of social reality**	2006				2007	BEPA	comp.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
A	**17**	**Mainstreaming migration and gender related issues in sport and sport related activities**	2007	Better mainstreaming in sport and sport related activities, as follow-up of White Paper on Sport	Gender equality has been a topic of discussion in the framework of the structured dialogue with the sport movement, through ad hoc meetings and participation to seminars and round tables.	Pending ratification of Lisbon Treaty, as a legal basis will then be available for concrete actions in the lines foreseen. In the meantime, projects supporting gender equality in the area of sport may receive support through the Preparatory Action for Sport which will be implemented in 2009.	WP	EAC	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
	B. Reconciliation								
B	**1a**	**Communication on demography addressing the issue of reconciliation of family and work life (2006)**	2006				2006	EMPL	comp.
			2007				2007	EMPL	comp.
	1b		2008	Gender mainstreaming in the demography policies and exchanges of practices within the European Alliance for Family	Brochure for local actors on funding friendly family actions by structural funds; seminar on the evaluation of family policies; 2nd demography forum, of which one of the 2 themes was family policies and so, 2 workshops on reconciliation policies; 2nd demography report SEC(2008) 2911, describing new trends in family situations and state of play of family policies; studies on family policies and situations (e.g. improvement of OECD data base on family policies, situation of informal carers)	Updating of the web portal of the European alliance for families; several seminars on family policies (assessment of family policies framework prepared by OECD;impact of social and professional difficulties of young people on family projects); best practice meetings on regional and national family policies (for example, child care by childminders in France); assessment of European alliance for families; studies on family situation and policies.	2008	EMPL	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
B	2a	**Support the Barcelona targets on childcare and the development of other care facilities through the SF and the exchange of good practices**	2006	Implementation of the programmes - Meetings of HLG (30/01/07) notably on experiences on child care	Discussion and presentation of a draft working paper and of some examples in MS focussed on child care (HLG meeting November 2008)	First steps for building a database on good practice: focussed on child care and gender stereotypes issues (HLG meeting planned for June 2009)	WP	REGIO	prog.
	2b		2007	Exchanges of good practices on the roadmap priority area "Enhancing reconciliation of work, private and family life" - Exchanges of good practices on child care	Two exchanges in 2008 have focused on "Enhancing reconciliation of work, private and family life". The first event was held on 23 and 24 September 2008 in Ljubljana and focused on the Slovenian childcare services, while the second event was held in Iceland on 22 and 23 October and focused on the Icelandic parental leave system http://ec.europa.eu/social/main.jsp?catId=574&langId=en	Dissemination of outputs of the two seminars - Meeting of EU Ministers for Family Affairs 4-5 February 2009 - Conference on "Parental Childcare and Employment Policy: Collision or Complementarity", (Prague, 5-6 February 2009)	2009	EMPL	prog.
	2c		2008	Preparation of a report on the implementation of Barcelona targets on childcare (3rd quarter 2008)	Report on the implementation of Barcelona targets on childcare COM(2008)638 and its statistical annex SEC(2008)2524		2008	EMPL	comp.
	2d		2008	Analyses of ESF programmes regarding measure to support reconciliation of work, private and family life	Launch of the thematic study on ESF 2007-2013 programmes on "Gender mainstreaming and reconciliation of work and private life"	Thematic study on ESF 2007-2013 programmes on "Gender mainstreaming and reconciliation of work and private life"	2009	EMPL	tbl
B	3a	**Support research on health and social sectors professions and work with international organisations towards a better classification of these jobs**	2008	Report foreseen on women's health (see in A4)					Can.
B	4	**Improve the reconciliation of work, private and family life**	2008		A reconciliation package has been adopted. The Communication COM(2008)599/3 a better work-life balance: stronger support for reconciling professional, private and family life" and two legislative proposals 1) strengthening workers' legal entitlement to family related leave, namely maternity leave and 2) ensuring equal treatment of the self employed and their assisting spouses.	The Commission follows and supports the discussion of the proposals in Council and Parliament.	2010	EMPL	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
B	5	**Improve the reconciliation of work, private and family life in RTD**	2007	General and bilateral (company - expert) meetings - Experts' reports and summary report	3 company-experts meetings. Multinational companies (15) gave access to their personnel data to experts (8) analysing the correlation between leaky pipeline and work/life balance policies. The language used by companies in marketing and recruitment material was checked to verify if it is biased and uses stereotypes.	Publication of final report on the leaky pipeline and work/life balance policies (by May 2009). Post-publication meeting (among companies and EC only) to know if / how to continue the experience.	2010	RTD	prog.
	5b		2008	COM(2008)317 "Better careers and more mobility: a European Partnership for researchers"	The Communication proposes to develop a partnership with Member States to ensure that researchers across the EU benefit from the right training, attractive careers and the removal of barriers to their mobility. Among the proposed actions: to improve work-life balance policies.	Implementation of the partnership to ensure that researchers across the EU benefit from the right training, attractive careers and the removal of barriers to their mobility.	2010	RTD	prog.
B	6	**Impact of information society on gender**	2007	Work with ESTAT on results of the study to collect gender segregated data	Results submitted to ESTAT trying to establish some new indicators.		2008	INFSO	comp.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
	C. Decision making								
C	1	**Establish in 2007 an EU network of women in economic and political decision-making positions**	2006	Setting up of the network of women in economic and political decision-making positions and meeting of network's members	Three meetings of the network of women in economic and political decision-making positions and exchange of good practice on the importance of mentoring and of women's networking.	Two meetings of the network in 2009, exchanges of good practice and dissemination of first results.	2007	EMPL	prog.
C	2	**Support awareness-raising activities, the exchange of good practices and research, including on the basis of the European database on women and men in decision-making, particularly in view of the European Parliament elections in 2009**	2006	Regular up-date of the data base and web site - Reporting on trends of women's situation in economic and political decision-making positions	The data base and web site on decision-making positions was updated and a 2008 report on trends focussed on the political domain drafted by the experts	Continue : 1) regular update of the database and its improvement (method, website) 2) Preparation and dissemination of 2009 trends report. Follow up of the database for the period post 2010.	WP	EMPL	prog.
C	3a	**Monitor and promote the gender mainstreaming in particular in: the EU research policy and the 7th framework programme developing gender specific research, monitoring gender mainstreaming and women's participation in the 7th Framework Programme**	2006	FP7 ongoing - 2007 call closed and 1 contract signed to compare positive actions in EU - US-CAN-AUST. Toolkit and training on gender issues: selection for an external expertise	Project ongoing - Toolkit and training on gender issues: selected external expertise progressing with work	Projects deliver final report - Toolkit and training on gender issues: training sessions organised for RTD FP7 National Contact Points and others	2010	RTD	prog.
	3b		2008	SHE FIGURES (sex disaggregated data collection on female research workforce in universities) update of 2006 figures	SHE FIGURES 2009 updated data collection	SHE FIGURES 2009 published	2009	RTD	prog.
	3c		2007	2008 call for proposals published and closed in March 2008 - Among the topics: gender and medicine and gender management in public research institutions	2 contracts signed to identify best practices in gender management in research institutions, 2 others to study choices that drive girls in selecting scientific careers and what institutions can do to encourage them. No proposals were positively evaluated in the topic "gender and leadership in medicine".	Publication call 2009-1 in August 2008 closed in Jan 2009. Two topics on awareness raising among scientists and among public at large about women in science and stereotypes. Selection completed. 3-5 projects to be negotiated. Publication call 2010-1 foreseen by Sept. 2010 - topics to be defined .	2010	RTD	prog.
	3d		2007	Presentation of the report on women in research and decision making at the joint Council/CREST meeting under Slovenian Presidency (Feb 2008)	Report published "mapping the maze: Getting more women to the top in research"	Dissemination http://ec.europa.eu/research/science-society/document_library/pdf_06/mapping-the-maze-getting-more-women-to-the-top-in-research_en.pdf	2008	RTD	comp.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
	3e	**Monitor and promote the gender mainstreaming in particular in: the EU research policy and the 7th framework programme developing gender specific research, monitoring gender mainstreaming and women's participation in the 7th Framework Programme**	2008	New Expert group to analyse the selection procedures for the allocation of the research's funds and the success rate for women and men	Experts' group created "Gender and Excellence". 5 meetings organised. Report drafting	Publication of final report 'gender Challenge in research Funding'. Dissemination.	2009	RTD	prog.
	3f		2007	10 years of activities on Women in science (stocktaking exercise)	Creation of a working group for the stocktaking exercise. Organisation of conference	14-15 May Conference in Prague 'with CZ Presidency) "Changing research landscapes to make the most of human potential - 10 years of "women in science" activities and BEYOND" - Publication of a book on the role of women in history of science; publication of EU*Research special edition on women in science.	2009	RTD	prog.
C	4a	**Monitor and promote the gender mainstreaming in particular in: the education and training 2010 programme by promoting women's access to scientific and technical careers in line with the European objective of redressing the gender imbalance in this field, develop in 2007 a European guide of best practices on ICT gender issues**	2006	Implementation of the action plan - Promote the equality between men and women in Life long learning programmes - Strengthen the support to women in scientific and technical careers - Support networks aiming at reducing inequalities in scientific education	The Action Plan has been implemented: an internal Equal Opportunities Task Force has been created, together with a Experts' Group to elaborate specific objectives in the area of Art. 13 discriminations (including gender). Such Objectives have been integrated into AMP 2008. Gender is one of the topics specifically addressed (alongside disability and race issues, including stereotypes and multiple discriminations) in education and training political documents such as the Communication on schools, the Green Paper on Migration and its impact on education, and the Communication on Learning to Learn Skills.	The Equal Opportunities Task Force will continue its work, while developing better monitoring instruments (tableaux de board) to assess precisely the impact of gender mainstreaming and specific measures, in a closer collaboration to EAC Executive Agency.	2010	EAC	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
	4b	**Monitor and promote the gender mainstreaming in particular in: the education and training 2010 programme by promoting women's access to scientific and technical careers in line with the European objective of redressing the gender imbalance in this field, develop in 2007 a European guide of best practices on ICT gender issues**	2008	Implementation of Youth in Action Programme (2007-2013) - Promoters may either set up projects focusing on a theme directly linked to gender equality (for instance: stereotypes, reproductive health, gender-based violence, etc.) or adopt a mainstreaming approach by including a gender equality dimension in all the projects.	An Equal Opportunities Dashboard (including gender equality) has been elaborated, mentioning all measures and reference to equal opportunities in the implementation of the Youth in Action programme. Statistics on projects focusing on gender equality were produced.	The approach will be maintained, with a close monitoring of project focusing on gender equality related issues.	2010	EAC	prog.
	4c		2007	Report on statistical information, existing best practices, indicators and recommendations is being prepared to be presented in the Davos Forum in Jan. 2008. 2nd Shadowing days in around 50 companies across Europe - Working group on best practices - A video will be presented by Commissioner Reding in a conference for the International Women's Day (6/03/2008)	The statistical report was presented by Commissioner Reding in Davos and made considerable impact. The second shadowing video was presented to celebrate International Women's Day. In the same conference the Commissioner announced the setting up of an Industry Group to prepare a Code of Best Practices for Women and ICT.	Signing of the Code for Best Practices. Shadowing continues in 2009. A conference is planned for the official signing of the Code and to present the 2008 Shadowing Video. Promotion of the Code and awareness raising as well as work to prepare version 3.	2010	INFSO	prog.
C	5	**Monitor and promote the gender mainstreaming in particular in: the implementation of the future Citizens for Europe Programme by including gender equality in the field of active citizenship as one of the priority themes, and through mobilisation of existing networks**	2006	Participation of women in the political life is a priority theme in 2008 of the 'Europe for Citizens' programme (2007-2013) which promotes the women participation in democracy - The network "Active European Citizenship group" will also address the issue - Priority is given to women in 2008 calls of proposals	Participation of women in the political life has been a priority theme in 2008 of the "Europe for Citizens" programme (2007-2013); as asked for by the Equal Opportunities Task Force, a "tableau de board" is drawn up, with the collaboration of the Executive Agency to monitor closely the impact of this priority.	Participation of women in the political life is again a priority theme in 2009 of the "Europe for Citizens" programme. Further developments in this area will depend on the data and results collected through the "tableau de board".	WP	EAC	prog.
C	6	**Monitor and promote the gender mainstreaming in particular in: the implementation of the Youth in Action Programme, by including gender equality in project themes and as a special feature of the programme**	2008	Implementation of Youth in Action Programme (2007-2013) - Promoters may either set up projects focusing on a theme directly linked to gender equality (for instance: stereotypes, reproductive health, gender-based violence, etc.) or adopt a mainstreaming approach by including a gender equality dimension in all the projects.	An Equal Opportunities Dashboard (including gender equality) has been elaborated, mentioning all measures and reference to equal opportunities in the implementation of the Youth in Action programme. Statistics on projects focusing on gender equality were produced.	The approach will be maintained, with a close monitoring of project focusing on gender equality related issues.	2010	EAC	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
C	**7**	**Cohesion Policy support the promotion of equal participation of women and men and decision making through governance and projects intervention**	2006	Follow-up of the implementation of the Structural Funds (SF) programmes: inventories of the participation of Gender bodies in the partnership for the SF programmes	Discussion (HLG meeting January 2008) on participation of Gender bodies in the partnership for the SF programmes and presentation of a draft working paper and of some examples in MS (HLG meeting November 2008)	Working paper and of some examples in MS on participation of Gender bodies in the partnership for the SF programmes	WP	REGIO	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
D. Violence and trafficking									
D	**1**		2006				2006	JLS	comp.
D	**2**	**Issue a Communication on the establishment of a system for comparable statistics on crime, victims and criminal justice in 2006 and monitor progress at EU level**	2007	Conclusions on area of operational definitions and indicators, and associated further policy and research needs - The sub-group conclusions will be provided to an ESTAT working group of producers of crime statistics with a view to implementing a process of data collection	The findings from the Human Trafficking sub-group have been refined in partnership with International Labour Office (ILO). This was undertaken using a DELPHI survey of practitioners and experts in the field. The results of this survey were published 3rd quarter 2008, and have been provided to complementary THB initiatives also receiving funding from the Commission.	The DELPHI findings/indicators will be presented at the next Action Plan Expert group meeting 05-06 February 2009. Thereafter these indicators will be provided to the corresponding Eurostat Working group of producers of crime statistics, with a view to addressing the questions of data availability and collection. Furthermore this work will be addressed at Czech Presidency event scheduled for late March and aimed at coordinating amongst the various initiatives in this field.	WP	JLS	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
D	3a	**Support Member States and NGOs in their efforts to eradicate gender-based violence, including customary or traditional harmful practices, by promoting awareness-raising campaigns, supporting networking, exchange of good practices and research, and by implementing programmes for victims as well as perpetrators, encouraging Member States to establish national action plans**	2006	Adoption of the Daphne III programme 2008 WP - Launch of actions to support Member States and NGOs in their efforts to eradicate gender-based violence	Financing of 42 projects (action grants) and 9 operating grants to organisations working to combat violence. Publication of call for proposals for operating grants under AWP 2008.	2009: Adoption of the Daphne III AWP 2009. Financing of +/- 45 projects (action grants) and 10 operating grants to organisations working to combat violence (AWP 2008). Publication of two calls for proposals under AWP 2009. Launch a study on harmful traditional practices. Launch Eurobarometer survey on violence (specific scope to be decided). Implement Preparatory Action on Standardisation of national legislation on gender violence and violence against children through a feasibility study. 2010: Adoption of the Daphne III AWP 2010 (specific actions to be decided). Financing of +/- 45-50 projects (action grants) and 10-15 operating grants to organisations working to combat violence (AWP 2009). Publication of two calls for proposals under AWP 2010.	2010	JLS	prog.
	3b	**Support Member States and NGOs in their efforts to eradicate gender-based violence, including customary or traditional harmful practices, by promoting awareness-raising campaigns, supporting networking, exchange of good practices and research, and by implementing programmes for victims as well as perpetrators, encouraging Member States to establish national action plans**	2009		Preparation of the exchanges of good practices - Themes agreed with the HLG on gender equality	Exchange on good practices on violence against women (Spain)	2009	EMPL	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
D	4a	**Follow up on the communication and the EU Action Plan on trafficking in human beings and promote the use of all existing instruments, including the ESF, for the reintegration into society of victims of violence and human trafficking**	2006	Evaluation of the implementation of the EU Action Plan. Follow-up of the two documents issued on the Anti-trafficking day	The Commission Working Document "Evaluation and Monitoring of the implementation of the EU Plan on best practices, standards and procedures for combating and preventing trafficking in human beings" COM(2008)657 final was adopted on 17.10.2008, on the occasion of the second EU anti-trafficking day.	Implementation of key-actions indicated in the Commission Working Document. Proposal for a new Framework Decision on trafficking in human beings.	WP	JLS	prog.
	4b		2007				2007	EMPL	comp.
	4c		2008	Analysis of the 2007-2013 ESF programmes including the gender and discrimination dimensions	Launch of the thematic study on ESF 2007-2013 programmes on "Migrants and minorities"	Thematic study on ESF 2007-2013 programmes on "Migrants and minorities"	WP	EMPL	prog.
D	5	**Support actions in the field of youth aiming at fighting violence against women, including related themes like reproductive health, trafficking, elimination of stereotypes, etc, in the framework of the EU Youth in Action programme.(new)**	2008	Gender-based violence was set as a priority in 2008 in the “Youth in Action” Programme (2007-2013). (new in 2008)	A support document, explaining what is this priority and how it can be concretely implemented, was elaborated and disseminated to the National Agencies of the programme. Projects focusing on violence against women were funded by the Youth in Action programme.	Gender-based violence is maintained as a priority in 2009 in the “Youth in Action” Programme (2007-2013). National Agencies are expected to promote and support this priority towards project promoters in order to foster elaboration of projects on this issue.	2010	EAC	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
	E. Stereotypes								
	1a		2007				2007	BEPA	comp.
	1b		2006	Horizontal priority on fighting gender-based stereotypes in Lifelong learning calls for proposals	Horizontal priority on fighting gender-based stereotypes in Lifelong learning calls for proposals	Horizontal priority on fighting gender-based stereotypes in Lifelong learning calls for proposals	WP	EAC	prog.
E	**1c**	**Support actions to eliminate gender stereotypes in education, culture and on the labour market by promoting gender mainstreaming and specific actions in the ESF, ICT programmes and in EU education, culture and Youth programmes, including EU Lifelong Learning strategy and the future Integrated Lifelong Learning programme**	2007	Fighting discrimination based on gender stereotypes will be a decisive dimension in education programmes	Under Comenius networks, *Priority 5 – "making science education more attractive" includes the following:* "under this priority, networks should focus on […] measures to reduce the gender imbalance in science education and careers". Under Leonardo / Multilateral projects for transfer and development of innovation, *Priority 5:" raising competence levels of groups at risk" includes* "Projects under this priority should focus on: […] increasing the interest and participation of men or women in those VET fields in which they remain under-represented (for instance women in technology)"	Same priorities as 2008 in 2009.	WP	EAC	prog.

	Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
1d		2008	Gender equality as a theme for projects, and a special feature of the programme.	Projects focusing on gender equality were supported by the Youth in Action programme (non-formal learning activities for young people).	This theme and special feature are maintained in order to continue fostering the gender thematic in the programme.	2010	EAC	prog.
1e	**Support actions to eliminate gender stereotypes in education, culture and on the labour market by promoting gender mainstreaming and specific actions in the ESF, ICT programmes and in EU education and culture programmes, including EU Lifelong Learning strategy and the future Integrated Lifelong Learning programme**	2008		Preparation of the EU strategy for Youth which foresees to mainstream gender issues	Adoption of the EU strategy for Youth in 2009.	2009	EAC	prog.
1f		2008		Preparation of the EC Communication on the University business cooperation which foresees to mainstreaming gender issues	Adoption of the EC Communication on the University business cooperation in 2009	2010	EAC	prog.
1g		2006	Follow-up of the implementation of the programmes	Introduction of the theme "Women entrepreneurship" (presentation by DG ENTR) and first reactions for exchanging good practice on this issue (HLG meeting November 2008)	Discussion (HLG meeting June 2009) on the support of SF programmes to "Women entrepreneurship"	WP	REGIO	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
E	2a	**Support awareness-raising campaigns and exchange of good practices in schools and enterprises on non-stereotyped gender roles and develop dialogue with media to encourage a non-stereotyped portrayal of women and men**	2007	Awareness-raising activities in enterprises on non-stereotyped gender roles - Ministerial conference on elimination of gender stereotypes, and promotion of girls and young women in society - Meeting of gender equality ministers on participation and empowerment of women and girls for achieving gender equality	Awareness-raising activities in enterprises on non-stereotyped gender roles were carried out. On 27 November the Final Conference of the initiative "Raising the awareness of companies about combating gender stereotypes" launched by the Commission in December 2007 after an open call for tender, and managed by the International Training Center of the ILO (ITC-ILO) in partnership with EUROCHAMBRES, took place.	Continue awareness-raising activities in enterprises on non-stereotyped gender roles with the preparation of new actions.	2009	EMPL	prog.
	2b		2007	The AVMS (Audiovisual Media Services) Directive 52007/65/EC° should be transposed in national law by the end of 2009. Article 3e prohibits, in commercial communications, discrimination based on sex, racial or ethnic origin, nationality, religion or belief, disability, age or sexual orientation. As a result, this prohibition will apply both to linear (broadcast) and non linear (video on demand) audiovisual media services.	Transposition in progress	Transposition is due in all Member States by the end of 2009. For the first time, the Commission will have an external consultant check the compliance by broadcasters of certain Member States (5 in 2009) with the qualitative rules on advertising, including the ones on non discrimination based on sex. As from 2010, the monitoring will extend both to broadcasting and video on demand services.	WP	INFSO	prog.
	2c		2007	Implementation of the Communication on teachers training (COM (2007) 392 final containing gender issues	The Communication encouraged Member States (inter alia) to ensure that the composition of the teaching workforce fully reflects the diversity of society, and in particular remove obstacles to culture and gender balance at all levels. The Education Council declined to refer to this aspect in its Conclusions of November 2007.	The Commission will keep the matter of gender balance in the teaching workforce under review.	WP	EAC	prog.
	2d		2009		Preparation of the exchanges of good practices - Themes agreed with the HLG on gender equality	Exchanges on good practices on gender stereotypes - Presidency conference on gender stereotypes (27/05/2009)	2009	EMPL	

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
E	**3**	**Raise awareness on gender equality in dialogue with EU citizens through the Commission's plan for Democracy, Dialogue and Debate**	2007	Implementation of initiatives of national and regional organisations in supporting citizen's participation in the debate organised for the 2009 EU elections	Implementation of initiatives of national and regional organisations in supporting citizen's participation in the debate organised for the 2009 EU elections	Implementation of initiatives of national and regional organisations in supporting citizen's participation in the debate organised for the 2009 EU elections	2009	COMM	prog.
E	**4**	**Monitor and promote the gender mainstreaming in particular in Youth policies and programme**	2007	Implementation of Youth in Action Programme (2007-2013) - Promoters may either set up projects focusing on a theme directly linked to gender equality (for instance: stereotypes, reproductive health, gender-based violence, etc.) or adopt a mainstreaming approach by including a gender equality dimension in all the projects - Achieving equality between men and women will be taken into account in the framework of the structured dialogue with young people	An Equal Opportunities Dashboard (including gender equality) has been elaborated, mentioning all measures and reference to equal opportunities in the implementation of the Youth in Action programme. Statistics on projects focusing on gender equality were produced.	The Dashboard will be maintained, with a close monitoring of project focusing on gender equality related issues.	WP	EAC	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
	F. Development, external relations, enlargement								
F	**1a**	**Monitor and raise awareness on the transposition, implementation and effective enforcement of the Community acquis on gender equality in the acceding, candidate and potential candidate countries, including in the programming of pre-accession aid and in accession negotiations**	2006	Subcommittee meetings and technical meetings to follow transposition and implementation of the *acquis*.	Subcommittee meetings and technical meetings to follow transposition and implementation of the *acquis* carried out.	Subcommittee meetings and technical meetings to follow transposition and implementation of the *acquis*.	WP	ELARG	prog.
	1b		2006	Publication of yearly Progress Reports on candidate and potential candidate countries, addressing also gender equality issues	Progress Reports on candidate and potential candidate countries, addressing also gender equality issues were published in November 2008.	Publication of yearly Progress Reports on candidate and potential candidate countries, addressing also gender equality issues. Next Progress Reports are foreseen to be published in October 2009.	WP	ELARG	prog.
	1c		2008	Open accession negotiations with Croatia on negotiating chapter 19 "Social policy and employment" (incl. gender equality)	Accession negotiations with Croatia on the negotiating chapter 19 "Social policy and employment" were opened in June 2008.	Provisionally close accession negotiations with Croatia on the negotiating chapter 19 "Social policy and employment" in 2009.	2009	ELARG	prog.
	1d		2009			Open accession negotiations with Turkey on negotiating chapter 19 "Social policy and employment" (incl. gender equality) in 2009.	2010	ELARG	prog.
	1e		2009			If invited by the Council, prepare Opinions (*Avis*) on possible EU membership applications, addressing also gender equality. An Opinion on the membership application of Montenegro is foreseen to be prepared in the course of 2010.	2010	ELARG	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
F	**2**	**Monitor and raise awareness on the transposition, implementation and effective enforcement of the Community acquis on gender equality in the acceding, candidate and potential candidate countries, including in the programming of pre-accession aid and in accession negotiations**	2007	Raise awareness on the *acquis* on gender equality through a TAIEX conference in Turkey on equality and employment -TAIEX multi-country seminar on gender equality (May-June)	A seminar on gender equality was held in Ankara, Turkey, in October 2008. A multi-country study tour on women in business was organised in the context of the TAIEX People2People -programme in September-October 2008 for civil society organisations from the Western Balkans dealing with non-discrimination and gender equality.	Raise awareness on gender equality through TAIEX.	2008	EMPL	prog.
F	**3**	**Strengthen gender equality in the Mediterranean region, including by organising in 2006 a Euromed Ministerial Conference on gender equality, preceded by a civil society consultation, which could lead to the adoption of an action plan**	2006	Follow-up Istanbul Framework of Action: Second Report - Gender Regional Programme II: beginning of activities - Gender Regional Programme I: closure - Support to women's civil society organisations through call for proposals: selection of proposals + signature of contracts	The Role of Women in Economic Life (RWEL) programme has come to an end. Building up on the achievement of RWEL, a new regional gender programme has started in the region aiming at opening a space for discussions between the partners to ensure implementation of CEDAW without reservations. "Investing in people" has provided grants to 9 civil society organisations of the region working on women's rights.	The 2006 Istanbul Conclusions on "Strengthening the role of women in society" are closely monitored and a stock-taking Euro-Mediterranean Ministerial Conference will take place in 2009.	WP	AIDCO	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
F	4a		2006	Gender mainstreaming in action plan for some ENP countries - Women rights promotion followed-up through sub committees and ad-hoc sub committees on human rights	Gender mainstreaming in action plan for some ENP countries - Women rights promotion followed-up through sub committees and ad-hoc sub committees on human rights	Gender mainstreaming in action plan for some ENP countries - Women rights promotion followed-up through sub committees and ad-hoc sub committees on human rights	WP	REL EX	prog.
	4b		2006	Screening relevant policy documents/strategies and training of EC officials on gender in programming (AIDCO)		Ensuring through the preparation of mainstreaming guidelines and quality support that gender is duly mainstreamed during the mid-term review of 10th EDF Country Strategy Papers.http://ec.europa.eu/development/icenter/repository/F43_genderequality_fin_en.pdf	WP	DEV	prog.
F	5	**Monitor and promote gender mainstreaming and specific measures in the ENP, EU external relations and development policies, at policy dialogue and programming levels (Country Strategic Papers and Poverty Reduction Strategic Papers). At implementation level, particular attention will be devoted to gender mainstreaming in the new aids modalities (budget support and sector programmes)**	2006	Gender Training in EC delegations - Continuation of gender training in Brussels - More emphasis on indicators to monitor EC development cooperation results towards better gender equality and dissemination of information and visibility of EC support to gender equality in partner countries	Gender training in EC delegations to Tanzania and in the Pacific. Gender Training in Brussels. On line gender training. Study on how to improve the use of the Gender Policy Marker. Preparation of training on gender in the new aid modalities with the UN within the EC/UN Partnership on Gender Equality for Development and Peace. Coordinating meetings within the Relex Sub-Group on Gender Equality. Dissemination of Information through the Gender Network. The EC/UNIFEM programme “Integrating gender responsive budgeting into the aid effectiveness agenda”, funded by the "EC Thematic Programme Investing in People" and launched in early 2008, has also been a valuable resource for generating knowledge on Gender Responsive Budgeting (GRB) Tools and Strategies and the potential for their use in the context of the aid effectiveness agenda and new aid modalities.	Basic gender training in Brussels+ Thematic Training on Women, Conflict, Peace and Development+ 3 on line gender training+ training in EC Delegations. Improved reporting on the basis of the Gender Policy Marker. Brochure on Gender in Development.	WP	AID CO	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
F	6	**Promote gender mainstreaming in EC humanitarian aid operations by including the gender dimension as a part of thematic and technical reviews (including for capacity building) and evaluations**	2006	Women's needs will be taken into account in the EC humanitarian aid operations - Appointment of a Gender focal point	a) Gender has been mainstreamed into EC humanitarian aid operations and capacity building programmes. b) A Gender focal point has been appointed within the DG, c) an internal Gender Working Group has been set up and is assisting the Gender focal point on ongoing initiatives. d)In accordance with the Action Plan of the European Consensus on Humanitarian aid, an external review of gender issues including strategies against sexual and gender based violence and sexual violence in humanitarian interventions, has been launched in November 2008. The review aims at learning and taking stock from DG ECHO's own orientation at HQ level and in the field, as well as from existing gender policies and strategies within the broader humanitarian community.	a) In accordance with the European Consensus on Humanitarian aid, DG ECHO commits to further integrating gender considerations into humanitarian aid. b) The active participation of women in humanitarian aid will be further promoted. c) The Gender Working Group will continue assisting the Gender focal point on ongoing initiatives. d) An external review of gender issues including strategies against sexual and gender based violence in humanitarian interventions will be finalised in May 2009. The review shall inform DG ECHO's further gender policy development.	WP	ECHO	prog.
F	7	**Contribute to the achievements of the BPfA and other relevant international and regional conventions by supporting programmes, capacity building and data collection capacity in developing countries**	2006	Support to women's civil society organisations under the Thematic Programme Investing in People - 6.5M€.	Projects focusing on gender equality launched in the ENP South Region (Investing in people). Support to the Liberian International Colloquium on Women's Leadership. Support to NGOs working on women's ownership rights and literacy (Investing in People). The EC/UNIFEM programme “Integrating gender responsive budgeting into the aid effectiveness agenda”, funded by the "EC Thematic Programme Investing in People" and launched in early 2008, has also been a valuable resource for generating knowledge on Gender Responsive Budgeting (GRB) Tools and Strategies and the potential for their use in the context of the aid effectiveness agenda and new aid modalities.	Launching call for proposals for NGOs working on women's ownership rights and literacy. Second call for proposals in the ENP South Region.	WP	AIDCO	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
F	**8**	**Contribute to the implementation of UN Security Council Resolution 1325 (2000) on women and peace and security, including by developing in 2006 guidelines on gender mainstreaming in crisis management training activities**	2006	Capacity building project UNICEF/ILO focusing on the implementation of 1325 - Partnership UNIFEM ITC/ILO on women equality in peace process Initiative of Commissioner Ferrero Waldner HL conference (6/03/2007) on "Women: Stabilising an Insecure World"	Capacity building project UNICEF/ILO focusing on the implementation of 1325 - Partnership UNIFEM ITC/ILO on women equality in peace process	Capacity building project UNICEF/ILO focusing on the implementation of 1325 - Partnership UNIFEM ITC/ILO on women equality in peace process	WP	REL EX	prog.
F	**9**	**Promote women's organisations and networks**	2006	Support to women's civil society organisations under the Thematic Programme Investing in People- 6.5M€.	The EC/UNIFEM programme “Integrating gender responsive budgeting into the aid effectiveness agenda”, funded by the "EC Thematic Programme Investing in People" and launched in early 2008 is a valuable resource for generating knowledge on Gender Responsive Budgeting (GRB) Tools and Strategies and the potential for their use in the context of the aid effectiveness agenda and new aid modalities.		WP	AID CO	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
F	**10 a**	**Present in 2006 a Communication on A European Vision on Gender Equality in Development Cooperation**	2006				2006	DEV	comp.
F	**10b**		2008	Adoption of a communication on mainstreaming crosscutting issues (environment, human rights, gender, HIV, children) - preparation of a planning framework (action plan)		Adoption of a joint EU Plan of Action on Gender Equality and Women's Empowerment in External Action	2009	DEV	prog.
F	**11**	**Gender mainstreaming in EU trade policies Development of indicators in the context of decent work**	2006	Under the "Investing in People" Thematic Programme, the projects will be extended to other developing countries. The aim is to develop both decent work indicators and a tool for assessing the effects of trade opening and trade agreements on labour market adjustment	Contract for the EC-ILO decent indicators projects signed December 2008	Implementation work on decent indicators until 2013	2008	TRADE	prog.
F	**12**	**Monitor and promote the gender mainstreaming in particular in EU programme for Youth (new in 2008)**	2008	Youth in Action Programme (2007-2013) with third countries with a specific priority in 2008 calls for women's actions role in society	"Active Role of Women in Society" has been one of the 4 themes to choose from, in 2008, in the part for the "Youth in Action" Programme (2007-2013), which is specifically concerned with third countries (Action 3.2 "Youth in the World": cooperation with countries other than the neighbouring countries of the European Union). Projects focusing on this issue have been financed.	The theme will be maintained in the 2009 call (Action 3.2).	2010	EAC	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
G. Governance									
G	1a	**Take part, in 2007, in the setting up of the European Institute for Gender Equality**	2006				2008	EMPL	comp.
	1b		2007	Relaunched procedure for the selection of the Director	The procedure for the selection of the Director for the Institute for Gender equality was closed end of 2008.	The Director for the Institute for Gender equality took up her function in April 2009. In 2009-2010 the aim is to continue the setting-up of the Institute for Equality between women and men	2009	EMPL	prog.
G	10	**Monitor progress in gender equality in the human resources policy in the Commission and present, in 2007, a communication on the achievement of targets set for its committees and expert groups - facilitate training on gender equality for the staff, including management and staff working in external and development cooperation fields**	2006	Yearly report and COM as follow-up of the 4th Action programme - Communication on the targets for the recruitment and appointment of women to management and other AD post in the Commission for the year 2008 - Study on the general work organisation and flexible working arrangements policy	Communication on the targets for the recruitment and appointment of women to management and other AD post in the Commission for the year 2008 - adopted on 17 May 2008 MEMORANDUM TO THE COMMISSION concerning the Fourth Annual Monitoring Report on the Fourth Action Programme for Equal Opportunities for Women and Men at the European Commission (2007) adopted on 20 November 2008. launching of evaluation on teleworking and on other flexible working arrangements	Communication on the targets for the recruitment and appointment of women to management and other AD post in the Commission for the year 2009. Evaluation of the 4th Action Programme. Drafting of 5th Action Programme. New teleworking guidelines. Conclusion of evaluation of flexible working arrangements.	WP	ADMIN	prog.
			2006	Yearly conference for the International Women Day with Commissioner Kallas (March)	woman's day conference on the theme "the voice of women a voice for peace" hold on 8 March	Woman's day conference on "women and career" on 6 March 2009 with VP Kallas.	WP	ADMIN	prog.
G	11		2006	Continuation of the training organised in 2007 - Launching of a general training on gender mainstreaming - Introduction of a module on gender in the training for newcomers.	Trainings on equal opportunities for managements	Trainings for management on equal opportunities. Pilot course on gender mainstreaming for policy officers launched in April 2009	WP	ADMIN	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
G	12	**Monitor progress in gender equality in the human resources policy in the Commission and present, in 2007, a communication on the achievement of targets set for its committees and expert groups - facilitate training on gender equality for the staff, including management and staff working in external and development cooperation fields**	2006	Training in HO and EC delegations	Training in HO and EC delegations	Training in HO and EC delegations	WP	AIDCO	prog.
G	13		2007	Deployment of features enabling encoding of personal data of participants as metadata enabling to search on M/F participants in the EC Register on expert groups	Deployment of features enabling encoding of personal data of participants as metadata enabling to search on M/F participants in the EC Register on expert groups	Deployment of features enabling encoding of personal data of participants as metadata enabling to search on M/F participants in the EC Register on expert groups	2007	SG	prog.
G	4	**Create in 2006 an EU network of gender equality bodies set up in compliance with directive 2002/73**	2006				2007	EMPL	comp.
	4b		2006	Organise a meeting of Equality Body network on gender pay gap (22/02/2008) - Creation of a website for the exchanges of information	Two meetings of the network of Gender Equality Bodies were held on the pay gap	Meeting of the National Equality Bodies on the 20/03/2009. The theme for 2009 is "Access to goods and services, and the implications and implementation of the 2004/113/EC Directive - Study on the role and functioning of equality bodies	WP	EMPL	prog.
G	5	**Reinforce EU-level cooperation with NGOs, including dialogue with women's organisations and with other civil society organisations**	2006	PROGRESS financial support to NGOs and dialogue with civil society through different conferences and meetings	Financial support (PROGRESS) to European level networks of NGOs and dialogue with civil society through meetings, conferences, etc.	PROGRESS financial support to EU level networks of NGOs and dialogue with civil society through meetings, conferences…	WP	EMPL	prog.
G	6	**Encourage and support the work of Social Partners on gender equality at both cross-industry and sectoral levels**	2006	A mid-term reflection conference on the Framework of actions on gender Equality will be organised in Spring 2008	The conference was held in July 2008 in Berlin with EU financial support. The third follow-up report to the Framework of actions for gender equality was adopted by the cross-industry Social Partners in November 2008	According to the Framework of actions, a fourth follow-up report will be prepared in 2009, with a full evaluation of the impacts planned for 2010.	2008	EMPL	prog.
			2006	Implementation of the projects on gender equality at sectoral level	12 projects that received EU financing were implemented by the Social Partners in 2008	Implementation of further projects on gender equality by the European Social Partners	2008	EMPL	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
G	7	**Reinforce the implementation of a gender perspective in the impact assessment of Community policies and legislation and explore the possibilities of developing gender budgeting at EU level, particularly in the Structural Funds within the possibilities of the shared management**	2006	Considering in Commission Impact Assessments the social impacts including impacts related to gender when relevant	Preparation of the revision of the IA guidelines including public consultation.	New IA guidelines adopted in January 2009 http://ec.europa.eu/governance/impact/docs/key_docs/iag_2009_en.pdf and new Guidance for assessing social impacts	WP	SG	prog.
G	8a		2006	Explore follow-up on results of the feasibility study on introducing gender budgeting in EU budgetary process	A study was finalised in summer 2008 to assess the feasibility and options for introducing elements of gender budgeting in the EU budgetary process. On the basis of that study, several options have been identified for further exploration that build on the existing framework. One option is the integration of a gender dimension in activity statements. Two other options are the integration of gender dimension into impact assessments and further evaluating the actual impacts on gender when relevant.	For the Preliminary Draft Budget 2010, DGs are requested in the revised budgetary guidelines to include, where appropriate, a gender dimension into their Activity Statements, which are a main element for justification of appropriations and include performance information (objectives, indicators, outputs, evaluation results).	2009	BUDG	comp.
	8b	**Reinforce the implementation of a gender perspective in the impact assessment of Community policies and legislation and explore the possibilities of developing gender budgeting at EU level, particularly in the Structural Funds within the possibilities of the shared management**	2009			Evaluations focusing specifically on gender aspects, for example in the area of regional policy ex-post evaluation of objectives 1 and 2 200-2006: demographic change and gender issues, in the area of Employment and Social Affairs evaluation of ESF support to gender equality and the cross-cutting final evaluation of the Roadmap for equality between Women and Men (2006-2010).	2009	SG	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
G	9	**Encourage gender budgeting at local, regional and national level, including through exchange of best practices**	2006	Opinion from the advisory committee on equal opportunity on the EU budget review - Follow-up of project funded in 2006 and 2007 on gender budgeting	Opinion from the advisory committee on equal opportunity on the EU budget review adopted		WP	EMPL	comp.
G	2	**Review the existing EU gender equality legislation not included in the 2005 recast with a view to updating, modernising and recasting where necessary**	2006	The social partners will present their report on the parental leave directive -Impact assessment on re-examination of the directive on maternity and of a new text on new types of leaves	Reform of parental leave is currently under negotiation by the European social partners, who decided to launch formal negotiations in July 2008. Social partner negotiations successfully concluded agreement on parental leave.	Commission will present a legislative proposal on the reform of parental leave in 2009.	2008	EMPL	prog.
			2008		Impact assessment on improving reconciliation between private and family life options for legislative action (review of current maternity protection directive; reform of current parental leave directive; introduction of paternity leave; introduction of "filial" leave; introduction of adoption leave at EU level)	Following the adoption of the proposals		EMPL	
			2006	Results of the study available for the examination of the possible revision of the directive 86/613 on equal treatment	Impact assessment of the legislative proposal to revise and modernise directive 86/613 on self-employed women and helping spouses. Proposal adopted on the 3rd of October 2008 COM(2008) 636 final.	The Commission follows and supports the discussion of the proposals to revise and modernise directive 86/613 on self-employed women and helping spouses in Council and Parliament.	2008	EMPL	prog.
			2009			The implementation by MS of the directive 2006/54/EC on the implementation of equal opportunity and equal treatment of men and women in employment and occupation (recast) will be assessed in 2009 and a report will present the obstacles and impacts of its implementation.	2009	EMPL	

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
G	3a	**Monitor implementation and enforcement of EU gender equality legislation**	2006	Work of legal experts network to gather information on implementation of gender equality legislation	Cooperation with the network of legal experts in the field of gender equality	The Commission's legal expert network on gender equality will assess the European and national legal framework for possible improvements in equal rights for women,	WP	EMPL	prog.
	3b		2007	Analysis on conformity of national legislations and launch infringement procedure where necessary	Annual legal seminar and training courses on non-discrimination for members of national judiciaries at the European Law Academy	Continue the legal seminar and training courses on non-discrimination for members of national judiciaries at the European Law Academy	WP	EMPL	prog.
	3c		2007				2007	EMPL	comp.
G	14	**Inform EU citizens on their gender equality rights through the "Your Europe" portal and the citizens signpost service**	2006	On-going action regarding "Your Europe" website and the "Citizens' Signpost" Service	Regarding the Your Europe portal, its citizens part is being overhauled to focus on the 'practical' information citizens need to exercise their mobility or internal market rights. Regarding citizens signpost service, during 2008 the CSS has answered a reduced number of questions regarding gender equality rights.	The future structure of the portal will include a general 'non-discrimination' topic under the section 'working'. The CSS will continue to give advice to citizens about gender equality issues if and when they submit this type of questions to the service.	2010	MARK	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
H. Monitoring									
H	**1a**	**Monitor progress in gender equality and provide orientation on gender mainstreaming through its report on equality between women and men and follow up the implementation of the roadmap through its work programme**	2006	Adoption of 2008 Report on equality between women and men - Preparation of the 2009 report on equality between women and men	2008 Report on equality between women and men adopted COM(2008)010	Adoption of the 2009 report on equality between women and men COM(2009)77 final (and its statistical annex SEC(2009)165)	WP	EMPL	prog.
	1b		2006	Adoption of 2008 Roadmap work programme	2008 Roadmap work programme adopted COM(2008)338	Preparation of the 2009 work programme the roadmap for equality between women and men	WP	EMPL	comp.
H	**2**	**Ensure political follow-up through the meetings of gender equality Ministers and the group of Commissioners on Fundamental Rights and Equal opportunities, the Commission inter-service Group on gender mainstreaming will support the group of Commissioners, contribute to the preparation of the 2006 work programme and link with other group working on gender equality**	2006	2 Ministerial conferences on Gender equality -2 Informal Meetings of gender equality Ministers (Slovenia and France)	2 Ministerial conferences on Gender equality - Slovenia 01/2008 Elimination of gender stereotypes impossible mission and France 11/2008 Egalité entre les femmes et les hommes un enjeu économique face au défi démographique and 2 informal meetings of the Ministers in charge of gender equality who endorsed a common trio declaration in favour of gender equality . Two meetings of the High level group of gender mainstreaming officials in Member States to improve co-operation between MS on gender equality policies.	2009: 2 meetings of the HLG on gender mainstreaming (Czech Republic and Sweden) and 2 Presidential conferences (CR and S) . 2010: 2 meetings of the HLG on gender mainstreaming (SP and B); 2 Presidential conferences and informal meetings of Ministers responsible for gender equality.	WP	EMPL	prog.
			2006	Different events foreseen		The Commissioners Group on Fundamental Rights, Anti-discrimination and Equal Opportunities met in the context of International Women's Day. The extraordinary session took stock of progress under the existing 2006–2010 Roadmap on gender equality and discussed future challenges for EU gender equality policy.	WP	EMPL	prog.
			2006	3 meetings of the ISG	3 meetings of the ISG	3 meetings of the ISG	WP	EMPL	prog.

		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	Status
H	3a	**Further develop indicators where necessary, define a new composite Gender Equality index in 2007 - develop by 2010 and together with MS, new indicators for the 12 critical areas of the BPfA - support the development of EU comparable data on gender equality and statistics broken down by sex**	2006	Develop indicators on girl child and women in armed conflict	New indicators developed in the framework of Beijing Platform for Action: on Girl Child and Women and armed conflicts. Review of indicators on Women in political decision-making and Women and on reconciliation of work and family life. Council conclusions were adopted.	Preparation of the report on Beijing + 15 by the Swedish Presidency (2009). Discussion on the future of indicators to be launched. Follow-up by the Spain Presidency in 2010.	2010	EMPL	prog.
	3b		2006	Publication of gender pay gap data according to the new harmonised method - develop statistics on reconciliation through LFS and on intra household poverty through EU SILC - systematic inventory of gender related information	The preparation of the 2010 LFS ad hoc module "reconciliation between work and family life" was finalised and the corresponding Regulation adopted (Commission Regulation (EC) No 20/2009 of 13 January 2009). The 2010 SILC ad-hoc module on intra-household sharing of resources we developed (list of variables, questionnaire, guidelines). The inventory of gender related information was carried out (to be finalised in early 2009).	Deliver (early 2009) the results of the inventory on gender statistics collected and disseminated by Eurostat. Implement in the MS in 2010 the LFS ad hoc module "reconciliation between work and family life". Adopt the regulation in 2009 and carry out in 2010 in the MS the SILC ad-hoc module on intra-household sharing of resources.	WP	ESTAT	prog.
	3c		2007	Continue the preparation of gender equality index	Preparation of two analysis notes on a composite gender index by the network of experts on Employment Gender Equality issues	Follow up of the expert report	2007	EMPL	prog.
H	4a	**Present a report on the state of implementation of the roadmap in 2008 and carry out, in 2010 an evaluation of the roadmap and propose appropriate follow-up**	2008	Preparation of the report on the 2008 State of implementation of the roadmap (Dec 2008)	Mid-term progress report on the roadmap for equality between women and men adopted COM(2008) 760 final		2008	EMPL	comp.
			2009			Eurobarometer on the attitude regarding gender equality 2009	2009	EMPL	prog.
	4b		2010		Launch of the contract for the external expertise in view of the 2010 final evaluation of the roadmap	Final evaluation of the roadmap and new framework for gender equality in 2010	2010	EMPL	prog.