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**COMMISSION STAFF WORKING DOCUMENT**

*Actions to implement the  
Strategy for Equality between Women and Men 2010-2015*

*Accompanying the*

**COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN  
PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL  
COMMITTEE AND THE COMMITTEE OF THE REGIONS**

**Strategy for Equality between Women and Men  
2010-2015**

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## Actions by policy areas

In order to ensure the implementation of the strategy for equality between women and men, (2010-2015) this annex presents the key actions identified in the strategy and the different other activities foreseen to implement/complement those key actions. The "chef de file" services and the foreseen delivery dates are also identified.

### 1. EQUAL ECONOMIC INDEPENDENCE

Key actions	Outputs	Who	When
<i>Support the promotion of gender equality in the implementation of all aspects and flagship initiatives of the Europe 2020 strategy, especially as regards definition and implementation of relevant national measures, technical support as well as through the Structural Funds and other major funding programmes such as the 7<sup>th</sup> framework Programme for Research.</i>			
<i>Employment/ labour market</i>			
	Monitor the gender dimension in MS's employment policies to assess progress in the employment rate for women and issue, when necessary, Commission recommendations to MS.	EMPL	2010-2015
	Monitor closely, in the context of the Employment Guidelines and the evaluation of national employment policies implemented to attain the Europe 2020 objectives, the national policies adopted to improve gender equality in the labour market and boost the social inclusion of women. (Employment Guideline 7).	EMPL	2010-2015
	Promote gender equality in employment related initiatives, particularly the initiatives taken to accompany the transition towards a greener economy, to ensure new skills for new jobs, flexicurity, youth employment, and those taken to respond to the current economic and financial crisis.	EMPL	2010-2015
	Encourage, in the evaluation of national measures implemented to attain the Europe 2020 objectives, measures which contribute to promoting further opportunities for training, skills and professional experience of women, and this also in the scientific, mathematical and technology fields (Employment Guideline 8).	EMPL/EAC	2010-2015
	Provide gender mainstreaming manuals to promote gender equality into the relevant initiatives of Europe 2020.	EMPL G	2010-2015
	Promote favourable working environment to increase work opportunities and recruitment for women in the maritime transport sector.	MARE	2011
<i>Poverty, social exclusion and pension</i>			
	Promote gender equality in the future Platform against	EMPL	2010-

	Poverty and related initiatives, notably on active inclusion, and follow-up the gender equality aspects of the Green Paper on pensions, and exchange good practices with MS.		2015
	Encourage, in the evaluation of national measures implemented to attain the Europe 2020 objectives, measures which contribute to protect women from the risk of exclusion, ensuring income security for one-parent families, elderly women and men (Employment Guideline 10).	EMPL	2010-2015
	Examine the feasibility to allocate household income by individual, for instance on the basis of the 2010 SILC module results, and consider the possibility to compute accordingly income-poverty indicator on an individual basis.	ESTAT/EMPL	2012
	Study the gender dimension of active ageing and promote it in the European Year 2012 on Active Ageing and Intergenerational solidarity.	EMPL	2012
	Improve knowledge about caring for the elderly and the skills needed for workers in this field (network of experts report).	EMPL G	2011
<b><i>Youth and Education</i></b>			
	Promote gender equality in education and training related initiatives particularly the initiatives taken to alleviate gender imbalances in literacy, to tackle early school leaving, to promote women adult learning and scientific career choices and the initiatives taken to improve media literacy (cf. reduce the 'digital gap' as mentioned in the Europe 2020 'Digital Agenda')	EAC	2010-2015
<b><i>Promote gender equality in European funds</i></b>			
	ESF - support MS in implementing the operational programmes containing measures to increase the participation of women in the labour market, promote lifelong learning, reducing gender segregation in career selection and professions.	EMPL	2010-2015
	EGF - Assess for each application to the European Globalisation Adjustment Fund (EGF) that the equal participation of women workers is being ensured, and include the impact of the EGF on gender equality in the Annual Report.	EMPL	2010-2015
	EAFRD - Promote equality between women and men and ensure that any discrimination is prevented during the various stages of programme implementation.	AGRI	2010-2015
	EFF - Support MS in promoting gender equality in the EFF programmes by drawing lessons from the mid-term evaluation and promoting, in particular, the role of women in the sustainable development of fisheries areas.	MARE	2010-2015
	Create a pan-European network of women active in the fisheries sector and in coastal regions to improve the	MARE	2010-2015

	visibility of women in this sector and establish a platform for the exchange of best practices.		
<b><i>Promote female entrepreneurship and self-employment</i></b>			
	<p>Continue the support to the promotion and encouragement of female entrepreneurship under the Competitiveness and Innovation Framework Programme (CIP) and within the framework of the Small Business Act for Europe (SBA)</p> <p>Hold conference on female entrepreneurship; create the European network of Female Entrepreneurship Ambassadors; set up mentoring schemes for women entrepreneurs; support entrepreneurship skills for women graduates; facilitate access to finance for women entrepreneurs.</p> <p>WES network for policy level exchange of good practices.</p>	ENTR	2010-2013
	Monitor the implementation of State Aid exemptions by Member States for enterprises created by women.	COMP	2010-2015
	ESF support MS in implementing the operational programmes containing measures for women entrepreneurship.	EMPL	2010-2015
	EPMF - Assess the delivery of the European Progress Microfinance Facility in view to promote, in the form of micro-credit, access to finance for "vulnerable" persons (including women) and report on it in the Annual report.	EMPL	2011-2013
	ERDF: support MS in implementing the operational programmes containing measures for women entrepreneurship.	REGIO	2011-2015
	Continue to gather and exchange good practice on female entrepreneurship in the framework of the HLG on gender mainstreaming in the structural funds.	REGIO/EMPL	2010-2015
	Monitor the transposition of the Directive on self-employed women and assisting spouses.	EMPL G	2010-2015
<b><i>Reconciliation between work and private life</i></b>			
	Assess remaining gaps in the entitlement to family-related leave, notably paternity leave and carers' leave, and the options for addressing them. The social partners will be consulted on further measures under Article 154 TFEU.	EMPL G	2012
	Monitor the transposition of the Directive after the adoption of the legislative proposal on maternity protection and leave currently under negotiations in the EP and in Council.	EMPL G	2010-2015
	Monitor the transposition of Directive 2010/18/EU implementing the revised European social partner agreement on parental leave.	EMPL G	2012-2015
	Support the European Alliance for Families to improving the	EMPL	2010-

	possibilities of reconciliation of work and family life for both women and men through best practice workshops and 'good practice' section of the Alliance's web portal.		2013
	Report on the Member States' performance with regard to childcare facilities.	EMPL/EMPL G	2010-2015
	Encourage co-responsibility in family and domestic tasks between women and men through EU awareness-raising on the role of men regarding gender equality.	EMPL G	2013-2014
	ESF: support MS in implementing the operational programmes containing measures for childcare policy.	EMPL	2010-2013
	ERDF: support MS in implementing the operational programmes containing measures for childcare infrastructures.	REGIO	2010-2013
	Continue to gather and exchange good practice on childcare and care for other dependants (e.g. elderly and/or disabled persons) in the framework of the HLG on gender mainstreaming in the structural funds.	REGIO/EMPL	2010-2013
	Adopt a Communication on early childhood education and care	EAC	2011
	Organise a workshop with EESC on how to engage social partners in the modernisation and modification of working culture and working conditions in research institutions, to encourage women in choosing and remaining in scientific careers, whilst making it possible for the best of them to reach the top of the scientific career ladder.	RTD	2010-2011
	Launch a call for proposals aiming at identifying and comparing collective labour agreements that cover research career paths, and could improve the working environment in research institutions.	RTD	2011
<b><i>Migration policies and integration of migrants</i></b>			
	Promote gender equality in all initiatives on immigration and integration of migrants.	HOME/EMPL	2010-2015
	<p>Promote integration strategies and measures targeted and actively involving immigrant women, notably through the European Fund for the Integration of third-country nationals by:</p> <ul style="list-style-type: none"> <li>• Promoting the improvement of the quality of services and structures in order to recognize and respond to the different needs of immigrants' groups, finding the right balance between targeted and general measures at different levels of government,</li> <li>• Promoting the role of women in the process of integration, as well as that of their families and children,</li> <li>• Enhancing information and prevention of discrimination</li> </ul>	HOME	2010-2015

	<p>against immigrant women and promote their autonomy in society,</p> <ul style="list-style-type: none"> <li>• Supporting their training on employment opportunities and language knowledge, as well as knowledge of their rights and their participation in public life.</li> </ul>		
	Create a new section on the integration of migrant women within the European Web Site on Integration ( <a href="http://www.integration.eu">www.integration.eu</a> ).	HOME	2011
	Provide funding to projects aimed at the integration of migrant women via the ESF.	EMPL	2010-2013



## 2. EQUAL PAY FOR EQUAL WORK AND WORK OF EQUAL VALUE

Key actions	Outputs	Who	When
<i>With the European social partners, and respecting the autonomy of the social dialogue, explore possible ways to improve the transparency of pay as well as the impact on equal pay of atypical arrangements such as part-time work and fixed-term contracts.</i>			
	Study the social and economic impacts of different policy measures to tackle the gender pay gap.	EMPL G	2010-2011
	Explore, in close cooperation with the European Social Partners, possible options to improve the transparency of pay.	EMPL G	2011
	Review, in close cooperation with the European Social Partners, the impact of arrangements such as part-time work and fixed term contracts on equal pay, and the effectiveness of directives 97/81/EEC and 99/70/EC, implementing respectively the European social partner agreements on part-time work and on fixed-term contracts.	EMPL/EMPL G	2011
<i>Support equal pay initiatives at the workplace such as equality labels, 'charters' and awards, as well as the development of tools for employers to analyse the reasons for unjustified gender pay gaps.</i>			
	Institute a "European Equal Pay Day", to be held each year to increase awareness on how much longer women need to work than men to earn the same.	EMPL G	2011-2015
	Build on the 2010 study on initiatives to promote equality between women and men at the workplace, explore further support for equal pay initiatives by companies such as equality labels, "charters", and awards; support MS in the development of tools to analyse the reasons for unjustified gender pay gaps within companies.	EMPL G	2012-2015
	Encourage, in the evaluation of national measures implemented to attain the Europe 2020 objectives, measures which promote equal pay and improved work-life balance (Employment Guideline 7).	EMPL	2010-2015
	Support MS' activities on the development of tools to analyse the reasons for the existence of unjustified gender pay gaps within companies.	EMPL G	2010-2015
	Improve the supply and quality of statistics on the structural indicators of the pay gap.	ESTAT	2010-2015
<i>Seek to encourage women to enter non-traditional professions, for example in "green" and innovative sectors.</i>			
	Promote gender equality in the definition of the EU instruments for "Education and Training strategy for 2020" with the objective to ensure full participation in the knowledge-based economy including literacy aspects,	EAC	2010-2020

	monitor the representation of women in scientific and technological careers, support awareness raising on professional choices of young women and men to reduce vertical labour market segregation (more women in scientific and technical professions, more men in the classrooms).		
	Elaborate a 2010 Joint progress report on the Education and Training, including on the presence of men in initial teaching and on attracting highly skilled women in scientific and technical fields.	EAC	2011
<b><i>Participation of women in ICT</i></b>			
	<ul style="list-style-type: none"> <li>• Conduct an awareness-raising campaign on shadowing days in companies across Europe and monitor the progress and identify best practices through the existing group of stakeholders;</li> <li>• Set up platforms to encourage networking such as the European Directory for Women in ICT;</li> <li>• Promote digital literacy and eSkills specifically for women through the Digital Agenda;</li> <li>• Promote the Code of Best Practices for Women in ICT in as many as possible stakeholders as well as update and refine it.</li> </ul>	INFSO	2010-2015
<b><i>Gender equality and Research</i></b>			
	Increase awareness on stereotypes and obstacles to the choices and careers of women in science and technology through an EU wide communication campaign.	RTD	2011-2012
	Working group of research and technology based companies to discuss about policies for attracting and retaining women scientists and engineers during and after the economic crisis.	RTD	2011-2012
	Major conference on the presentation of the results of the study "Meta-analysis of gender and science research". 19-20 October 2010 with the support of the Belgian Presidency (TBC).	RTD	2010
	Integration of the gender dimension in EU-funded research via training offered to scientific community and EC staff.	RTD	2010-2013
	Experts working group to identify specific modalities to better integrate gender in future European research.	RTD	2011-2012
	Modernize working culture and working conditions in research institutions: more funding will be allocated to research institutions who implement structural change to increase the gender awareness of their HR management.	RTD	2011-2013
	Reports on research projects on gender issues: GENDERACE (gender equality and women rights- in relation to combating discrimination), FEMCIT (notions and	RTD	2010-2013

	practices of gendered citizenship), FEMAGE (needs of female immigrants and their integration in ageing societies).		
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### 3. EQUALITY IN DECISION-MAKING

Key actions	Outputs	Who	When
<i>.Consider targeted initiatives to improve the gender balance in decision making.</i>		EMPL G	2012
	Present a communication on the importance of and the ways to improve a better gender balance in economic decision-making	EMPL G	2011
	Support the collection, analysis and dissemination of comparable data on gender balance in decision making at EU level, i.a. through its database on women and men in decision-making and regular reporting.	EMPL G	2010-2015
	Propose a specific initiative in the field of corporate governance.	MARKT	2011
<i>Monitor the 25 % target for women in top level decision-making positions in research</i>			
	Monitor the target of a minimum of 25% target of women at the top level decision-making positions in research.	RTD	2011-2013
	Update and improved women in science data collection (She figures).	RTD	2012
<i>Monitor progress towards the aim of 40% of members of one sex in committees and expert groups established by the Commission</i>			
	Monitor and report of the achievement of targets for gender balance set for European Commission's committees and expert groups (Decision 2000/407/EC).	SG	?
<i>Support efforts to promote greater participation by women in European Parliament elections including as candidates</i>			
	Encourage participation of women in elections (in particular 2014 EP election) and especially as candidates via the Programmes "Fundamental Rights and Citizenship" and "Europe for Citizens".	COMM/JUST	2011-2014
<i>Monitor progress of representation targets for women in management posts and AD category in the Commission</i>			
	Report on achievement of targets for gender balance set at the Commission level (for senior management posts and category AD) and at DG level (for middle management posts)	HR and all DGs	2012 and 2014

#### 4. DIGNITY, INTEGRITY AND AN END TO GENDER-BASED VIOLENCE

Key actions	Outputs	Who	When
<i>Adopt an EU-wide strategy on combating violence against women that will aim, for instance, at eradicating female genital mutilation using all possible instrument within the limits of its powers, including criminal law if needed, supported by a Europe-wide awareness-raising campaign on violence against women</i>			
	Adopt an EU wide strategy on combating violence against women, including practices of female genital mutilation.	JUST	2011
	Launch a Europe-wide awareness-raising campaign on gender-based violence.	JUST/COMM	2011
	Support projects and NGOs to their efforts to eradicate gender based violence (DAPHNE III 2007-2013).	JUST	2010-2013
	Legislation on victims' rights.	JUST	2011
	Explore the options to eradicate female genital mutilation in the EU, including by means of criminal law.	JUST	2010-2011
	Exchange information and best practice on MS actions to combat exploitation, violence and abuse against women with disabilities through the Disability High Level Group.	EMPL G	2011
<i>Asylum</i>			
	Ensure that the EU asylum legislation takes into account gender equality considerations; promote gender-specific training and best practices within the European Asylum Support Office as well as via funding by the European Refugee Fund.	HOME	2010-2015
	Address gender issues in Judicial training	JUST	2010-2013

<i>Consider gender issues in health policies</i>			
	Draw up a Men's Health report, following the 2010 Women's Health report.	SANCO	2011
	Awareness raising seminars on Women's Health.	SANCO/EMPL G	2010-2015
	Promote health and gender impact assessment of policies and programmes.	SANCO	2010-2015
	Collect exchange and disseminate good practices on gender specific health policies and practices with MS and other stakeholders.	SANCO	2010-2013
	Promote gender mainstreaming in health policies in line with the EU's Health Strategy and initiatives linked to the health strand of the social OMC, as well as the 2009 Communication on Health Inequalities, notably in the EU quality framework for social and health services, HIV/AIDS, tobacco and cancer.	SANCO	2010-2015
	Review ongoing activities in the field of active, healthy and dignified ageing, and if appropriate, come forward with an action plan for further activities.	EMPL	2011
	Take due account of gender aspects in the forthcoming EU Strategy on Health and Safety at Work (2013-2020).	EMPL	2013
	Take account of the gender aspects in the legislative work on ergonomics and work-related musculoskeletal disorders (WRMSDs) as well as in the preparatory work for a possible review of Directive 2004/37/EC.	EMPL	2011
	Take account of the gender aspects in the preparatory work for a possible review of Directive 2004/37/EC on carcinogens and mutagens.	EMPL	2010-2011

## 5. GENDER EQUALITY IN EXTERNAL ACTIONS

Key actions	Outputs	Who	When
<i>Enlargement process</i>			
	Monitor and support adherence to the Copenhagen criteria for accession to the EU in the field of equal treatment between women and men, and assist Western Balkans countries and Turkey with the transposition and enforcement of legislation and the necessary establishment of adequate administrative and judicial systems.	ELARG	2010-2015
	Monitor the inclusion of gender equality and women's rights as a cross cutting theme in the EC financial assistance to candidate and potential candidate countries, under the Instrument for Pre-accession Assistance (IPA).	EMPL	2010-2013
<i>External relation and development policies</i>			
	<p>Continue to contribute to the implementation of the EU Guidelines on violence against women and girls and combating all forms of discrimination against them</p> <p>Continue to contribute to the implementation of the EU Comprehensive Approach to the EU implementation of the UN Security Council Resolutions 1325 and 1820 on Women, Peace and Security. In addition, monitor the implementation of the Comprehensive Approach through the use of dedicated indicators and the regular preparation of a progress report.</p> <p>Continue to mainstream women's rights in EU electoral observation missions and assistance.</p>	RELEX/DEV/ AIDCO	2010-2015
	Continue to encourage European Neighbourhood Policy partner countries to promote gender equality through regular policy dialogue, exchange of experience and by exploring possibilities for assistance under the European Neighbourhood and Partnership Instrument.	RELEX	2010-2015
	Implement the Plan of Action on Gender Equality and Women's Empowerment in Development (2010-2015).	RELEX/DEV/ AIDCO	2010-2015
	Support policy and political dialogue with partner countries on gender, gender mainstreaming and specific actions.	RELEX/DEV/ AIDCO	2010-2015
	Support civil society organisations working on women's rights- call for proposals with a focus on economic empowerment of women.	AIDCO/DEV	2010-2015
	Continue partnership with the UN on advancing gender equality in the MDGs and aid effectiveness.	AIDCO/DEV	2010-2015
	Monitor and report:	AIDCO/DEV	2010-2015

	<ul style="list-style-type: none"> <li>• Regularly reporting on gender equality in the Annual Report on EU's Development and External Assistance;</li> <li>• Improving the gender analysis in the existing Result Monitoring Reports;</li> <li>• Improving the use of the Gender Policy Marker and Continue working on gender sensitive performance indicators.</li> </ul>		
	<p>Build capacity of the EU development staff on gender :</p> <ul style="list-style-type: none"> <li>• Mainstreaming gender in existing methodological training and guidelines.</li> <li>• Continue developing gender on-line training for EU development staff.</li> <li>• Developing gender equality training in Train4DEV.</li> <li>• Develop an EU Toolkit with core know-how on gender equality and development.</li> <li>• Strengthening the capacity of the Gender Focal Persons in the EU Delegations through training and exchange of information.</li> </ul>	AIDCO	2010-2015
	Continue the work on gender analysis and the collection of gender disaggregated data and gender sensitive performance indicators.	DEV/AIDCO	2010-2015
<b><i>Further integrate gender considerations into EU humanitarian aid.</i></b>			
	<p>Clarify and encourage in the humanitarian aid, notably:</p> <ul style="list-style-type: none"> <li>• the use of gender analysis and the collection of gender disaggregated data;</li> <li>• gender integration in the main sectors of humanitarian aid (protection, shelter, food assistance, health, water, sanitation and hygiene);</li> <li>• the development and incorporation of specific strategies to prevent and respond to gender-based violence (including sexual exploitation and abuse);</li> <li>• the implementation of gender-targeted activities or projects whenever relevant (according to specific entry and exit strategies);</li> <li>• the capacity building of humanitarian partners for further integrating gender considerations in their projects, for addressing gender-based violence (including sexual exploitation and abuse) and for developing global initiatives and tools on gender and gender-based violence that can benefit the humanitarian community.</li> </ul>	ECHO	2011-2015



<i>Other external actions and cooperation with international organisation</i>			
	Analyse of the situation of women in science in the MED region, taking into account cultural diversities and traditions, and how the Mediterranean Partner Countries are addressing this issue. Call published in 2010 – contract 2011 – results not before 2013.	RTD	2013
	Cooperate with UNESCO and developed countries – USA, Canada and Australia - to learn how better implement gender aware research management and empower women in science.	RTD	2011-2013

## 6. HORIZONTAL ISSUES

Key actions	Outputs	Who	When
	<i>Address the role of men in gender equality; promote good practice on gender roles in youth, education, culture and sport.</i>		
	Study the role of men regarding gender equality	EMPL G	2012
	<i>Gender roles in youth, education and sport</i>		
	Prepare and propose the Youth on the Move initiative and the new generation of EU education programmes 2014-2020 under the umbrella of this initiative.	EAC	2011
	Issue a proposal for a Council Recommendation on Early School Leaving addressing inter alia the issue of the higher drop-out rate among boys.	EAC	2010
	Promote gender equality under the new EU Programme on Sport.	EAC	2010-2015

### Improved governance

Key actions	Outputs	Who	When
	<i>Monitor the correct implementation of EU equal treatment laws with a particular focus on Directives 2004/113/EC and 2006/54/EC. Monitor the extent to which gender has been taken into account in applying the non-discrimination directives.</i>		
	Present a report on Directive 2004/113/EC with a special focus on practices of Member States with regard to the use of sex as factor in the calculation of premiums and benefits.	EMPL G	2011
	In line with the jurisprudence of the European Court of Justice on gender identity and gender discrimination, the Commission will pay particular attention to this aspect in the overall monitoring of the implementation of the relevant Directives and notably in the reporting on the application of Directive 2004/113/EC on equal treatment between men and women in the access to and supply of goods and services.	EMPL G	2011
	Present a report on application of Directive 2006/54/EC.	EMPL G	2012
	Review of the operation of Directive 2006/54/EC as required by its Art. 32.	EMPL G	2013
	Report on the implementation of Directive 2000/43/EC on equal treatment between persons irrespective of racial or ethnic origin as well as Directive 2000/78/EC on equal treatment in employment and occupation, pay particular attention to the way Member States have addressed multiple discrimination and gender mainstreaming according to the specific provisions on this in the two acts.	EMPL G	2012
	Assess the impact of the "Coleman case" C-303/06 (discrimination the grounds of disability by association) in the implementation of Directive 2000/78/EC.	EMPL G	2010
	Promote better knowledge of gender dimension in disability policy.	EMPL G	2010-2015

<b><i>Promote full implementation of the Beijing Platform for Action (BPfA) including the development and updating of indicators, with the support of the European Institute for Gender Equality.</i></b>			
	Support MS and third countries in the implementation of gender mainstreaming and gender budgeting.	EMPL	2010-2015
	Develop comparable data at EU level on gender-relevant matters and statistics broken down by sex.	EMPL/ESTAT	2010-2015
	Develop indicators in the remaining critical areas of the BPfA (environment and media) in cooperation with MS.	EMPL G/INFSO/ENV	2011-2015
	Monitor and regularly report on the situation in the MS and the EU including on the agreed common indicators and on the BPfA, through the improvement of the collection, publication and analysis of statistics with a gender dimension.	EMPL G	2011-2015
	Ensure availability of data broken-down by sex in the collection of data related to disability statistics in relation to employment and social participation.	EMPL G/ESTAT	2010-2015
<b><i>Present an Annual Report on progress on gender equality, especially in the areas covered by this strategy, ahead of a top-level Gender Equality Dialogue between the Parliament, Commission, Member States and key stakeholders.</i></b>		EMPL G	2011-2015
	Reinforce EU level cooperation with gender equality Ministers, with an active involvement of the HLG on gender mainstreaming and the Trio Presidency in the definition and implementation of gender equality policies.	EMPL G	2010-2015
	Cooperate with EU Social Partners and civil society to enhance policy dialogue, notably through EU funding and exchange of experiences.	EMPL	2010-2015
	Exchanges good practices between MS on key themes to contribute to a pool of ideas and expertise, and will bring closer collaboration.	EMPL G	2011-2015
	Launch a Eurobarometer on gender equality in the EU to analyse citizens' perception and evolutions since 2009.	EMPL G	2014
<b><i>Improve European Commission's institutional mechanisms</i></b>			
	DGs will be invited to set gender equality objectives in the Commission's yearly programming cycle and work programme.	SG/ALL	2010-2015
	The gender equality objectives would also where appropriate be translated into the EU-budget. The information ("specific objectives" and "result indicators" would where appropriate be presented by the Commission services in the activity statements justifying the Commission's budget proposal in	ALL/BUDG	2010-2015

	accordance with the current practise.		
	DGs will assess the impact on gender equality as part of the social impacts of their proposals and evaluate the results achieved in their evaluation.	ALL	2010-2015
	A new Equal Opportunity Strategy for the European Commission (2010-2014) will be adopted including representation targets for women in management positions and category AD.	HR	2010
	Specific training for project officers involved in research management will be conducted several times a year.	RTD	2010-2011
	Specific training for project officers involved in external policies will take place on a regular basis.	AIDCO	2010-2015
	Training courses on gender mainstreaming i.e. how to integrate gender aspects in all policy areas covered by the Commission.	HR/EMPL	2010-2015
	Promote gender equality through awareness raising/training within DG Environment.	ENV	2010

#### **ACTIONS FORESEEN IN THE WORK PROGRAMME OF THE EUROPEAN INSTITUTE FOR GENDER EQUALITY**

	Provide support to the development and up-date of indicators in the critical areas of BPfA.	EIGE	2011-2015
	Set up a documentation centre accessible to the public with existing statistics, data and information, functioning models and approaches to gender mainstreaming employed by various EU bodies, Member States, local, regional and international organisations	EIGE	2012
	Provide support to the development of mainstreaming tools and methods	EIGE	2011-2015
	Develop a gender equality index	EIGE	2012
	Establishment of a virtual European Network on Gender Equality.	EIGE	2012

## MONITORING, EVALUATION AND REPORTING OF THE STRATEGY

It is important for the Commission to be able to demonstrate how its action contributes to the progress of gender equality at EU level.

Each Commission service will continue to be responsible for the promotion of gender equality in the policy falling under its competence. The interservices group which involves all of the Commission's services to coordinate gender equality policies at Commission's level is the platform for the programming, monitoring and reporting of the Commission's activities regarding gender equality. It also contributes to the policy follow-up. The group is chaired by the director for Equality between Women and Men, Action against discrimination, Civil Society. The secretariat is in the unit "Equality between women and men" in DG EMPL.

As the promotion of gender equality and gender mainstreaming will be implemented as part of the Commission's policy making, the monitoring of gender equality will be integrated into the existing Commission's programming systems.

The processes to monitor and assess the results achieved will continue to be defined according to the distribution of responsibilities:

Each Directorate General is responsible for designing and implementing the promotion of gender equality in its activities. The DGs will regularly monitor the actions that have been carried-out to implement the strategy. The DG will report annually to the secretariat of the interservices group (up-dating the list annexed to the strategy for equality between women and men). The DGs are also responsible for the evaluation of the outcome of the promotion of gender equality. This evaluation should be conducted as part of the regular evaluations of their policies. Efforts will be requested in order to improve the integration of gender equality issues in the evaluations carried out in the different policy areas. The DGs will also be asked to report to the secretariat of the interservices group on the evaluation of the promotion of gender equality in their policies when available.

The secretariat of the interservices group will coordinate the annual monitoring and reporting of the actions carried-out. It will provide a synthesis of the main developments in the Annual Report on Equality between Women and Men presented each year for the annual policy debate.

In 2013, a more comprehensive review of progress achieved under the priority areas and an update of the actions to be carried out between 2013 and 2015 are foreseen. This review should also integrate the main results of the evaluations performed by the DGs on their policies.

In addition, a final assessment of the achievements and shortcomings in all policy domains, as well as of the effectiveness of the strategy as a coordination instrument is foreseen in 2015.