



EUROPEAN COMMISSION

Brussels, 8.3.2010
SEC(2010) 265 final

COMMISSION STAFF WORKING DOCUMENT

EU Plan of Action on Gender Equality and Women's Empowerment in Development

2010-2015

TABLE OF CONTENTS

1.	INTRODUCTION	3
2.	COMMON EU AGENDA ON GENDER POLICIES IN DEVELOPMENT	5
3.	OBJECTIVES AND APPROACH	6
3.1.	General and specific objectives	6
3.2.	The three-pronged approach.....	7
3.2.1.	<i>Political and policy dialogue on gender equality</i>	7
3.2.2.	<i>Gender Mainstreaming</i>	8
3.2.3.	<i>Specific actions</i>	10
4.	MONITORING AND EVALUATION.....	11
	References.....	17

1. INTRODUCTION

The goal of equality between women and men and the promotion of women's rights are enshrined in international conventions and commitments such as CEDAW¹, the Beijing Platform for Action and the Millennium Development Goals (MDGs) and are also a fundamental value and principle for the European Union (EU)². However, despite substantial progress over the last few decades, women and girls still constitute the large majority of the world's poorest subsisting on less than 1US dollar a day. Women are under-represented in governments and decision-making bodies, have fewer opportunities within the labour and financial markets, and are paid significantly less than their male counterparts. Moreover, the current financial and economic crisis will have a gender-specific impact which, if left ignored, could hamper the progress achieved in gender equality in recent years³.

Sexual and reproductive health and rights are still neglected or denied in many countries and over 585,000 women die each year from causes related to pregnancy or child-birth; with over 90% of maternal deaths occurring in developing countries⁴. Gender inequality and gender-based violence have been fuelling the epidemics of HIV/AIDS, which globally has become the leading cause of disease and death among women of reproductive age⁵.

Gender-based violence also remains a widespread global phenomenon that has serious negative effects on the lives and health of women and girls, as well as significant socio-economic consequences.⁶ Rape and other forms of sexual violence are perpetrated in many contexts and are also increasingly used as a tactic of war to humiliate, dominate, instil fear in, disperse or forcibly relocate civilians. Such violence primarily targets women and girls, but men and boys are also victimised.

Gender equality and women's empowerment (GEWE) are essential to the attainment of international development goals, and the Millennium Development Goals (MDGs). It is clear that the economic and political empowerment of women is not only a driving force for gender equality, but it is also fundamental to achieve overall economic growth in developing countries and reduce poverty. Furthermore, in all societies women are often powerful actors in the promotion of sustainable development and social justice, as well as agents for peace and democracy in conflict or post-conflict situations. In recognition of this important link, MDG 3⁷ strives to 'promote gender equality and empower women' and MDG 5⁸ seeks to 'improve maternal health'. However, success in reducing poverty and in achieving equality between women and men will depend on ensuring that all MDGs are addressed in a way that promote gender equality and empowers women. Despite this, there is still a tendency on the part of both partner countries and donors not to prioritise actions for gender equality. With only five years left to the MDG deadline of 2015, we are still not on track to meet our targets set out in the Millennium Declaration in 2000.

In light of this situation, the EU has been increasingly active in promoting gender equality in its external action, including in its development cooperation and humanitarian aid⁹. **The EU Consensus on Development** (2005) recognises gender equality as a goal in its own right and identifies it as one of the five essential principles of development cooperation. In April 2007, building on the Consensus, the Commission adopted a **Communication on Gender Equality and Women's Empowerment in Development Cooperation**. The subsequent **Council**

Conclusions on Gender Equality and Women's Empowerment in Development Cooperation called on the Commission and Member States to “*promote clear objectives and indicators on gender equality and by assigning clear tasks and responsibilities to lead donors to this effect in all sectors.* In 2008 the EU adopted an **Agenda for Action on MDGs** to step up efforts to achieve the MDG targets by 2015 that contained a strong focus on gender equality. Moreover, in December 2008, the Council adopted the **EU Guidelines on Violence against Women and Girls and Combating All Forms of Discrimination against them** which outline the criteria for intervention regarding women's rights and are the basis for EU intensified action to combat violence and discrimination against women and girls in the world.

This work is part of a broader EU policy on gender equality, as reflected in the Commission's **Roadmap for Equality between Women and Men (2006-2010)**, which covers both internal and external EU policies, and aims at improving coherence between these two pillars.¹⁰

In parallel to these initiatives, the 2005 Paris Declaration on Aid Effectiveness brought about significant changes in both the architecture and the modalities of aid delivery. These changes have implications for all aspects of development policies, including gender equality, as the principles of ownership, harmonisation, alignment, mutual accountability and managing for results have triggered a shift towards general budget support. As a follow-up to the Paris Declaration, the 2008 Accra Agenda for Action stressed the importance of gender equality to aid effectiveness by stating that: *'developing countries and donors will ensure that their respective development policies and programmes are designed and implemented in ways consistent with their agreed international commitments on gender equality (...)*.

Fostering GEWE is also crucial for achieving peace and security. Adopted by the Council in December 2008, the Comprehensive Approach to the EU Implementation of the United Nations Security Council Resolutions (UNSCRs) 1325 and 1820 on Women, Peace and Security recognises the close links between issues of peace, security, development and gender equality. It is necessary to provide sustained support for the protection of women in armed conflict as well as for women's participation in peace-building and post-conflict reconstruction and in the political arena. This has a direct link to wider development considerations, such as women's economic security and access to economic opportunities as well as to health services and education.

The present EU Gender Action Plan has been conceived against this background. In response to the comprehensive policy framework outlined in the 2007 Communication and Council Conclusions on Gender Equality and Women's Empowerment in Development Cooperation, this Action Plan is meant to be an operational document that concentrates on a selected number of objectives where the EU has a clear comparative advantage. It proposes a series of activities to be carried out by the EU Member States and the EC for the period 2010 to 2015.

The adoption of this Action Plan will coincide with some major international events that will take place in 2010. The 15th anniversary of the Beijing Platform of Action, the MDG Review Summit, the 10th anniversary of UNSCR 1325 and the creation of the UN Gender Entity will all shape the international gender equality agenda. The EU should seize this opportunity to strengthen its commitments in this area through the implementation of this Action Plan.

2. COMMON EU AGENDA ON GENDER POLICIES IN DEVELOPMENT

The Commission and Member States have implemented policies and strategies on GEWE for a number of years and have gained considerable experience and insight in how to make these measures more effective. These have resulted in more equality between women and men and in reducing gender discrimination in EU countries. With regards to gender equality policies in development cooperation, it has emerged that, despite little joint work on gender, Commission and Member States have developed similar approaches in practice:

- A twin-track approach to integrate GEWE in development cooperation consisting of gender mainstreaming and specific actions;
- The promotion of GEWE in the political dialogue with partner governments including at the highest level;
- Mainstreaming gender equality in the preparation and mid-term reviews of the Commission Country Strategy Papers and Member State development cooperation strategies, based on the Poverty Reduction Strategy Papers (PRSPs) and the National Development Plans (NDPs) at country-level. They also encourage the participation of civil society organisations, including women's organisations, from a gender perspective in those processes. Member States and the Commission also support partner national governments and the civil society through capacity building initiatives;
- Coordinated work carried out by the European gender and development experts' group and in international fora such as the annual United Nations Commission on the Status of Women, the OECD/DAC's Network on Gender Equality (GENDERNET), and more specifically in contributing to the 2008 Accra Agenda for Action.

The Commission and Member states' gender policies in development cooperation face largely similar constraints: lack of awareness of gender issues at the decision-making level, scarcity of human and budgetary resources allocated to these tasks, and lack of gender expertise.

As major drivers in the process leading to the Paris Declaration, the Commission and Member States have been strongly committed to align their aid delivery methods so as to put the Paris principles into practice. The new aid modalities have given way to new opportunities on how to best promote and support gender equality in partner countries. What can the EU do to trigger a higher priority for gender equality issues and the allocation of specific budget resources? How can the EU work together to support the development of the capacities of local ministries to design budgets incorporating gender concerns? How can the EU strengthen civil society, particularly women's organisations' capacity, to engage and influence the national agenda, including the budget? How can gender disparities be measured and the impact of gender policies monitored?

Building on this EU consensus on gender equality policies in development cooperation, and in line with Paris Declaration Principles and the Accra Agenda for Action, there is a need to increase coordination and coherence between the Commission and Member States, as well as

with other donors, actors and organisations such as the UN system, the World Bank, the OECD, other international financial institutions, regional organisations such as the African Union or the Organisation of the American States.

The establishment of the UN gender entity will represent a considerable opportunity for deepening the EU-UN-wide cooperation for the promotion of gender equality, notably at the field level.

With the effective implementation of the Lisbon Treaty important institutional and structural changes are taking place in many areas. The new setup of the EU, including the position of High Representative for Foreign Affairs and Security Policy/Vice-President of the Commission and the creation of the European External Action Service, provides a timely opportunity to ensure that, henceforth, EU external action acts in a systemic and coherent manner to the benefit of both women and men.

3. OBJECTIVES AND APPROACH

3.1. General and specific objectives

This Action Plan for the period 2010-2015 has multiple objectives. The overarching objective is to accelerate the achievement of the MDGs, especially MDG 3 and MDG 5, as well as to attain the goals set out by CEDAW, the Beijing Platform of Action, and the Cairo Programme of Action.

At the same time, this Action Plan aims to reinforce EU coordination regarding gender equality policies in development cooperation with partner countries in the interest of having more of an impact on the ground. Through a series of activities outlined in chapter 4, this Action Plan seeks to achieve the following specific objectives selected on the basis of existing resources, instruments and mechanisms, and thus where the EU has a clear comparative advantage:

1. Strengthen the lead role of the EU in promoting gender equality in development;
2. Build in-house capacity on gender equality issues in development;
3. Place gender equality issues systematically on the agenda of political and development policy dialogue with Partner countries;
4. Ensure that gender is mainstreamed in EU funded projects and that EU funded general budget support and sector support programmes (SWAPs) use gender-disaggregated data and gender-sensitive performance indicators where relevant;
5. Prioritise in-country civil society participation, capacity building and advocacy on GEWE;
6. Improve the EU monitoring, accountability and transparency on allocation of funds for Gender equality in development;
7. Strengthen EU support to partner countries in their efforts to achieve MDG 3 and MDG 5;
8. Strengthen EU support to partner countries in combating gender-based violence in all its manifestations, as well as discrimination against women and girls;

9. Support partner countries in fully implementing UNSCR 1325, 1820, 1888, and 1889, including through the development of national action plans and policies on women, peace and security.

3.2. The three-pronged approach

In order to reach the above objectives and taking into account the Paris Declaration principles and the twin-track approach proposed in the 2007 Communication on Gender Equality and Women's Empowerment in Development Cooperation, this Action Plan is based on a three-pronged approach consisting of Political and Policy Dialogue, Gender Mainstreaming, and Specific Actions. These strands are complementary, as any action to promote GEWE requires all three to ensure optimal impact on the ground.

3.2.1. Political and policy dialogue on gender equality

The present Action Plan puts emphasis on further placing gender equality as a systematic topic on the agenda of the political dialogue with partner countries. The specific contents of the dialogue should be defined on the basis of context, urgency and objectives, or in line with the relevant modalities such as the EU Guidelines on human rights dialogues and consultations. For instance, in conflict and post-conflict situations it is crucial in most cases to raise the issue of gender-based violence, including sexual violence, impunity and the enforcement of judicial measures against perpetrators of such atrocities. In these situations, the EU should also seek to use political dialogue as a means to promote women's participation in peace-building and post-conflict reconstruction.

In the framework of political dialogue, the EU should discuss with partner countries or regional organisations how they are implementing international legal obligations on women's rights and should discuss possible ways and means to support efforts in this regard. Implementation of these obligations is regularly monitored by independent bodies, such as the CEDAW Committee, other human rights treaty monitoring bodies, and Special Procedures of the UN Human Rights Council, as well as decisions of regional human rights mechanisms or inter-governmental mechanisms such as the Universal Periodic Review (UPR). Some of these mechanisms provide recommendations on individual cases (e.g. CEDAW and the UN Special Rapporteur on violence against women).

Political dialogue provides the venue for discussing not only civil and political rights but also the implementation of economic, social, cultural and labour rights, which are vital for achieving women's empowerment. It is essential to ensure that in the political dialogue there is space to consider key issues that mostly affect women's lives, such as maternal mortality and access to education. Through this dialogue, the EU and its partner countries and organisations can also consider the impact and results of actions undertaken to implement UNSCR 1325, 1820, 1888, and 1889, particularly through the adoption of national action plans and policies. Moreover, political dialogue should discuss the implementation of relevant recommendations by EU Electoral Observation Missions, which systematically analyse women's participation in elections, both as voters and as candidates.

It is crucial that EU political dialogues benefit from the input of civil society organisations, including women's organisations and relevant stakeholders, such as the United Nations

country teams and other organisations. For instance, many human rights dialogues and consultations are anticipated by civil society dialogues.

Regular reporting on political dialogues is essential to ensure follow-up and continuity in the relations between the EU and partner countries and to provide the EU with an overview of the progress achieved. It is essential that the results of the political dialogue be taken over in cooperation activities and in particular, in the programming of external assistance.

The results of the political dialogue should be continued in the policy dialogue, which relates to development issues and sector processes and covers a range of issues from health, education, environment, governance, water, sanitation, and infrastructure, to management of migration and food security, among others. The 2008 Accra Agenda for Action calls for broadening country-level policy dialogue on development. Regarding gender equality, it requires developing countries and donors to ensure that their respective development policies and programmes are designed and implemented in accordance with their agreed international commitments in this area.

Specifically, gender equality perspectives based on analyses of the conditions for and the interests of women, men, girls and boys respectively, should be integrated in Poverty Reduction Strategy Papers (PRSPs), in the national sectoral planning documents on health, education, finance, agriculture etc., in the EU planning documents (CSP and equivalent Member State documents) and in the national annual planning and budgeting cycle in conformity with the Aid Effectiveness Agenda. These policy dialogues provide crucial entry-points to put gender equality and women's rights issues on the agenda and to support partner countries in their efforts to reduce gender inequality both through mainstreaming and specific actions.

In the context of the new aid modalities, the Joint Assistance Strategies and the Performance Assessment Frameworks are key instruments that should be used for better alignment with national priorities and ownership, harmonisation, results-based management and mutual accountability. These should have a strong gender equality dimension.

The main partners in policy dialogues are development experts, officials from the partner government, and delegations/embassies/Headquarters. Women's rights organisations and networks need to be involved in the preparation and possibly in the implementation of policy dialogue, as well as in the meetings of government/donor gender equality coordination group (when it exists).

Based on this analysis, this Action Plan puts forward actions to reinforce the EU's lead role in the promotion of GEWE, to further ensure that gender equality issues are raised in the policy and political dialogue, and to ensure appropriate involvement of civil society organisations in this process.

3.2.2. Gender Mainstreaming¹¹

Gender mainstreaming constitutes the backbone for progressing on the gender equality agenda. Following the Beijing Declaration and Platform for Action, Member States and the Commission have adopted the strategy of gender mainstreaming as part of their development cooperation policy. This requires changes in institutional working methods, and shared responsibility for promoting gender equality. Indeed, gender inequalities can only be

effectively tackled when policies in all areas (e.g. economy, health, education, environment, infrastructure, trade, science and research, agriculture, peace and security etc.) are designed in such a way as to address specific concerns, needs and constraints of both women and men while building on their respective capacities and contributions. Also, it is recognised that women and men need to be equally involved in setting goals and elaborating strategies and plans so development objectives are gender-sensitive. In this way the priorities and needs of both sexes are addressed and taken into account.

To mainstream gender equality in development cooperation a number of steps are essential:

- Obtaining gender disaggregated data and qualitative information on the situation of women and men;
- Conducting a gender analysis highlighting the differences between and amongst women, men, girls and boys in terms of their relative distribution of resources, opportunities, constraints and power in a given context. Gender analysis provides the basis for gender mainstreaming, and it is also necessary to determine whether specific actions are needed for women or men, in addition to mainstreaming activities;
- Putting into place a gender-sensitive monitoring and evaluation system including the establishment of indicators to measure the extent to which gender equality objectives are met and changes in gender relations achieved.

To ensure that gender is effectively mainstreamed in development policies, the political commitment must go hand in hand with technical capacity.

It is therefore important to give higher visibility to this issue at the political level, enhance the lobbying capacity of civil society, improve sector policy dialogue and have a close follow-up through gender sensitive indicators. Gender equality and women's empowerment is core to accelerating progress on all the MDGs. Tackling HIV/AIDS is not possible without empowering women. Improving women's education will improve the health and education of their children. Women are also productive factors for the economy; however progress on economic empowerment of women is weak. Women consistently lag behind men in formal labour force participation, access to credit, entrepreneurship rates, income levels and inheritance and ownership rights. Action needs to be taken to correct the underlying causes that restrict women's economic opportunities. Therefore, the EU will strengthen its efforts to make sure that gender equality is more widely recognized as a key component of national development strategies and is part of the EU aid to partner countries.

In parallel to high-level commitment, technical capacity should be reinforced in partner countries, as well as at internal level in the Commission and Member States to effectively mainstream gender. Useful resources are already available and further efforts will be built on existing expertise and tools. The EU will take advantage of the pioneering work carried out by the *EC/UN Partnership on Gender Equality for Development and Peace* and by the OECD/DAC's Network on Gender Equality (GENDERNET) in the area of mainstreaming gender in the aid effectiveness agenda.

One of the most important lessons learnt is that these resources are too often not known or not utilised by those leading the preparation of development strategies, programmes and projects.

Therefore it is important to share information and practices. The EU will take advantage of existing platforms, fora and networks with the aim of further facilitating the exchange of information, practice and resources.

The EU will also remain committed to mainstreaming gender in all policies that can have a significant impact on development and to reinforce the coordination between the different instruments used in external action to ensure that all synergies are exploited. The EU will also continue to ensure that gender is mainstreamed throughout the internal management processes related to the design and implementation of development interventions.

Consequently, this Action Plan proposes actions to ensure that gender is effectively mainstreamed in the development agenda with a special focus on MDGs, to increase expertise on gender equality in development cooperation, to ensure that gender equality is mainstreamed under the new aid modalities, and to improve the process of EU monitoring and accountability on the allocation of funds devoted to gender mainstreaming.

3.2.3. Specific actions

Gender mainstreaming must be complemented by specific actions to catalyse or give added impetus to reduce gender inequality. In the 2007 Communication on Gender Equality in development cooperation, the EU has clearly committed itself to refocus its strategy on **specific actions** for women's empowerment in our partner countries.

Specific actions are necessary to address the following cases:

- *To prepare the conditions for effective mainstreaming.* Such actions may consist of supporting the advocacy capacity of stakeholders, building-up analytical or implementation capacity, data collection, and/or monitoring activities. These actions can also be aimed at developing in-house capacity at governmental level.
- *To redress situations where women and girls/men and boys are particularly disadvantaged and mainstreaming does not suffice* and, therefore, needs to be complemented with a more targeted and concrete approach. For instance, situations of violence against women, gender discrimination, strengthening female political candidates, etc. Gender equality and responsibility for its realisation concerns everyone. It is essential also to reach and involve men and boys through targeted actions.
- *Activities in the countries in which, the political situation does not allow for a meaningful political and policy dialogue* in a context of fragility, post-conflict or a repressive regime, such as assistance to civil society organisations or work with women's rights activists in neighbouring countries. These activities may also be required in countries that for cultural reasons do not allow for gender equality issues to be raised significantly and credibly in the political dialogue.

This Action Plan presents specific actions to strengthen efforts to achieve MDG 3 and 5 and to address the issues of gender-based violence and discrimination against women and girls, and regarding the implementation of UNSCRs 1325, 1820, 1888, and 1889.

4. MONITORING AND EVALUATION

The monitoring and evaluation exercise should not only concern the implementation of the individual activities set out in this Action Plan. It should also provide an assessment on the contribution made by the Action Plan to the advancement of the overall objective that governs the plan, notably on the contribution to the MDGs (in particular MDG 3 and 5), and to the goals set out by CEDAW, the Beijing Platform of Action, and the Cairo Programme of Action.

This Action Plan aims at structurally enhancing by 2015 a common EU practice on gender equality in development, through greater policy coherence and coordination between EU institutions and EU Member States.

The overall Implementation of this Action Plan shall be monitored jointly by the European Commission and the Council. Progress of the Action Plan shall be discussed once a year at EU ministerial level. Within the Commission, implementation of the present Action Plan will be led and monitored by the inter-service group on gender equality in external relations. Consistent with the MDG timeframe, one should foresee a mid-term review in mid-2013 and a final review in 2015.

5. Operational Framework¹

Specific Objectives	Actions	Indicators	Timetable					
			'10	'11	'12	'13	'14	'15
1. Strengthen the lead role of the EU in promoting GEWE in development	Ensure high-level political commitment and follow-up of the Action Plan.	An update on the progress of the Action Plan is discussed at least once a year at Ministerial level.						
	Enhance communication and visibility on the European commitments on gender equality and women's rights in development.	In 2011 at least 80% of the commitments on GEWE in development of Member States and the Commission are available at: www.wikigender.org .		*				
		The Annual Report on the EU's Development and External Assistance informs on gender equality in development and its data are gender disaggregated where relevant.						
	Define EU lead donors at partner country-level on gender equality for a given period.	1 Member State is appointed as gender lead donor in each partner country for the period 2010-2015 and 3 Member States are associated to joint work on gender (functions of the lead donor to be determined on a case-by-case basis).						
	Strengthen cooperation on the promotion of gender equality with partner regional organisations and relevant international organisations.	In 2011, a medium term strategy of cooperation with the African Union on gender equality and women's empowerment is established.			*			
		During 2010 and 2011, cooperation is strengthened and concrete synergies are made with policies and programmes of other regions and key partners such as the United Nations (future UN Gender Entity, etc.).		*	*			

¹

The Allocation of responsibilities for each action in this Action Plan is left to the discussions in the Council.

2. Build in-house capacity on gender equality issues in development	Include gender in the core-curriculum of EU development staff at HQ and partner country-level.	By 2013 gender training is part of the pre-posting training for EEAS staff. Gender training is part of the training catalogue.				*		
	Make training programmes for EU-staff in development gender sensitive.	In 2013 gender perspectives are mainstreamed in the existing methodological training (PCM, new aid modalities, etc.) programmes for EU staff.				*		
	Make gender expertise one of the core competences of EU HOMs.	By 2015, all EU HOMs receive gender equality training. (Gender equality is placed on the agenda of the annual EU HOMs meeting in Brussels).						*
	Develop an online Toolkit with core know-how on gender equality and development; Develop a gender training within Train4DEV; Mainstream gender within the Train4DEV initiatives.	In 2012 a core set of online gender training is available for EU development staff. In 2012 specific gender equality trainings are available on Train4DEV. In 2015, gender has been mainstreamed in all trainings offered by Train4DEV.			*			*
	Continue building the capacity of the Gender Focal persons in the EU Delegations.	By 2011 GFP receive gender training. Exchange of information amongst them is ensured through the GFP Network.		*				
3. Place gender equality issues systematically on the agenda of dialogue with partner countries	Update EU HOMs on relevant gender issues.	By 2011, a guidance note is sent once a year to EU HOMs that informs on all relevant gender issues and challenges.		*				
	Encourage the establishment of a Gender Coordination mechanism/group (GCS) at partner country-level (open to all donors and stakeholders) to enhance gender equality in the aid effectiveness agenda.	By 2012 EU participates in all existing GCS in developing countries.			*			
	Ensure that annual country reviews include an assessment of gender equality and that Country Strategy Papers and National Indicative Programmes are gender mainstreamed.	By 2013 at least 80% of all annual reviews include a gender analysis.				*		
		Next generation CSPs and NIPs have a gender country profile and gender is mainstreamed. At least 50% identify gender equality -related specific actions.						

4. Ensure that gender is mainstreamed in EU funded projects and that general budget support and sector support programmes (SWAPs) use gender-disaggregated indicators and include at least one gender equality performance indicator where relevant	Instruct EU donors in country to examine the gender responsiveness of the existing general budget support agreements and SWAPs.	In 2010 there is an overview of gender responsive indicators used by EU in general budget support programmes.	*					
		By 2012 Guidelines on gender-equality indicators and gender-disaggregated indicators are developed and sent to all Delegations.			*			
		In 2014-15, at least 80% of Financing proposals for sector support programmes include gender-sensitive indicators.					*	*
	Include gender issues in the permanent dialogue on sector and macro-economic policies.	By 2015 all EU guidelines for Policy dialogue and sector/macro review include gender specific questions.						*
		By 2011 gender issues feature on the agenda of sector/macro policy dialogue where relevant; elsewhere, they are discussed at regular EU meetings.		*				
	Continue to make sure that the analysis and integration of gender in development programmes is one of the requirements for projects design and implementation.	By 2011 all development projects are screened against their gender sensitiveness (quality insurance mechanisms).		*				
		By 2011 the Result Monitoring Reports provide information on the gender sensitiveness of implementation and make recommendations to improve gender performance.		*				
Continue to ensure that gender is mainstreamed in EC/EU development cooperation supported interventions.	By 2012 at least 75% of all new proposals score G-2 (gender as a principle objective), or G-1 (gender as a significant objective).			*				
5. Prioritise in-country Non-State Actors' (NSAs) participation and capacity building and advocacy on GEWE	Assess gender mainstreaming in EC development interventions.	By 2013 Gender is on the agenda in at least one annual dialogue (gender policy forum) with civil society in each country.				*		
		By 2013, an annual report on gender dialogue is included in joint annual reports on development cooperation.				*		
	Promote capacity building of NSAs on gender issues.	By 2011 the templates for the Calls for Proposals of all thematic programmes are reviewed with a view to making them more gender-sensitive.		*				

6. Improve the EU monitoring, accountability and transparency on allocation of funds for GEWE	Apply systematically the Gender Equality Policy Marker of the OECD (G-marker).	By 2015, the G-marker is applied for at least 80% of all EU projects and annually reported to OECD-DAC.							*
	Track and disseminate the proportion of aid which is invested in GEWE at both sector and global levels.	By 2012 information on EC expenditure on gender equality is provided in the Annual Report on the EU's Development and External Assistance.			*				
	Assess gender mainstreaming in EC development interventions.	By 2013, an evaluation is undertaken on EC gender mainstreaming in development cooperation.				*			
7. Strengthen EU support to partner countries in their efforts to achieve MDG 3 and MDG 5	The EU is committed to influence positively the outcome of the UN High Level Meetings on MDGs and Summits on Aid Effectiveness with regard to gender equality and women's empowerment.	The EU positions on MDGs and Aid Effectiveness have a strong focus on GEWE.							
		Continue partnering with the UN on advancing gender equality in the MDGs and aid effectiveness agenda.							
	Include gender equality issues in the dialogue and interventions on Education, Health, Vocational training and Employment.	The EU supported interventions on Education, Health, vocational Training and Employment include gender - sensitive indicators.							
	Increased support to women's economic empowerment	Under the Thematic Programme Investing in People, budget allocations for gender are increased by €10 million for 2011-2013 (to be confirmed as part of the Investing in People MTR).							
		In 2011 a call for proposals focusing on supporting women's economic empowerment activities is launched under the Thematic Programme Investing in People (to be confirmed as part of the Investing in People MTR).		*					
		By 2012 Gender-specific indicators are used to ensure that the gender dimension is taken into account in the EU approach and interventions in Private Sector Development (at macro, meso and micro levels).				*			
	Increase expertise in addressing maternal mortality and universal access to reproductive health.	By 2012 guidelines are adopted and used at country level for policy dialogue on maternal mortality and universal access to reproductive health as part of the planned overall guidelines for policy dialogue on national health strategies. (In accordance to the 2010 Commission Staff Working Document and Communication on Global Health.)				*			

8. Strengthen EU support to partner countries in combating gender-based violence and all forms of discriminations against women and girls	Offer an ad hoc online course for EU HOMs and Delegations' staff on how to implement the EU guidelines on Violence Against Women, and Girls and Combating all Forms of Discrimination against them, from the perspective of external assistance.	By 2011 at least 50% of the EU Delegations introduce specific measures on the role of external assistance and development co-operation in their local strategies for the implementation of the EU Guidelines on Violence against Women and Girls and Combating All Forms of Discrimination against them.		*				
		By 2015 80% of the EU Delegations introduce specific measures on the role of external assistance and development co-operation in their local strategies for the implementation of the EU Guidelines on Violence against Women and Girls and Combating All Forms of Discrimination against them.						*
	Increase EU support for NSAs on the implementation of the EU Guidelines on Violence against Women and Girls and Combating All Forms of Discrimination against them.	The thematic programmes and instruments (European Instrument for Democracy and Human Rights, Investing in People etc) will support NSAs to implement the EU Guidelines on Violence against Women and Girls and Combating All Forms of Discrimination against them.						
	Systematically involve women's rights networks and organisations in consultations on the launch of local call for proposals in the area of human rights.							
9. Support partner countries in fully implementing UNSCR 1325 and 1820, 1888 and 1889	Operationalise the EU comprehensive approach on implementing UNSCR 1325 and 1820 on Women, Peace and Security from the perspective of development cooperation and other external assistance.	By 2013 at least 60% of EU Delegations in fragile, conflict or post-conflict countries develop a strategy to implement the EU Comprehensive approach from the perspective of the sectors they are involved in and development co-operation.				*		
	Support capacity building on the implementation of UNSCR 1325 and 1820, as well as 1888 and 1889 in fragile, conflict or post-conflict countries.	EU support for capacity building on SCR 1325 and 1820 in fragile states increases annually.						

References

- ¹ UN Convention against all forms of discrimination against women
- ² As expressed, in particular, in Article 23 of the Charter of Fundamental Rights of the European Union, OJ C 303/7, 14.12.2007, p.1
- ³ A study by the World Bank released in March 2009 estimates the following gender-specific impacts of the crisis: between 200,000 and 400,000 additional infant deaths per year on average in the 2009 to 2015 period-- or a total of 1.4 million to 2.8 million more infant deaths, if the crisis persists; a likely decrease in women's income in developing countries as a result of losses in employment in export oriented industries, tightening micro-finance lending, and/or drop in remittances; The loss of women's income has long-term negative implications for the welfare of poor households because of their preference to invest scarce resources on child well-being and, therefore, on future development; girls in poor countries with pre-existing low female schooling are highly vulnerable to being pulled out of school as households cope with declining household income.
- ⁴ United Nations Population Fund
- ⁵ Women and Health – Today's Evidence, Tomorrow's Agenda, World Health Organization, 2009., page 43.
- ⁶ Globally, up to six out of 10 women experience physical and/or sexual violence in their lifetime. United Nations Development Fund for Women
- ⁷ **Target 3a:** Eliminate gender disparity in primary and secondary education preferably by 2005 and to all levels of education no later than 2015. **Indicators:** 3.1. Ratios of girls to boys in primary, secondary and tertiary education; 3.2. Ratio of literate females to males of 15-24 year-olds; 3.3. Share of women in wage employment in the non-agricultural sector; 12. Proportion of seats held by women in national parliament.
- ⁸ **Target 5a:** Reduce by three-quarters, between 1990 and 2015, the maternal mortality ratio. **Indicators:** 5.1. Maternal mortality ratio; 5.2. Proportion of births attended by skilled health personnel. **Target 5b:** Achieve by 2015 universal access to reproductive health **Indicators:** 5.3. Contraceptive prevalence rate; 5.4. Adolescent birth rate; 5.5. Antenatal care coverage (at least one visit and at least four visits); 5.6. Unmet need for family planning
- ⁹ The EU Consensus on Humanitarian Aid (2007) recognises the different needs, capacities and contributions of women, girls, boys and men and the importance of integrating gender considerations as well as strategies against gender-based violence into humanitarian assistance. The Commission is currently working on a policy document to clarify its approach for systematically integrating gender issues into its humanitarian operations
- ¹⁰ The promotion of gender equality outside the EU will also be a priority of the follow-up Strategy to the Roadmap
- ¹¹ Gender mainstreaming constitutes a strategy for making both women and men's concerns and experiences an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that they can benefit equally and so that inequality is not perpetuated.

Acronyms

CEDAW	UN Convention against all forms of discrimination against women
CSP	Country Strategy Paper
NIP	National Indicative Planning
GEWE	Gender equality and women's empowerment
NSA	Non-State Actor
HOMs	Heads of Mission
PRSP	Poverty Reduction Strategy Papers
Resolution 1325	UN Security Council resolution 1325 (2000) on women, peace and security (followed up in 2009 by resolution 1889)

Resolution 1820 UN Security Council resolution 1820 (2008) on sexual violence in
conflict situations (followed up in 2009 by resolution 1888)
Train4DEV Joint Donors' Competence Development Network