

Brussels, 31.7.2009 SEC(2009) 1113 final

# **Commission staff working paper**

Roadmap for equality between women and men (2006-2010) 2009-2010 Work Programme

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#### **1. INTRODUCTION**

The Roadmap for equality between women and men (2006-2010), adopted in March 2006<sup>1</sup>, defined the Commission's commitments to gender equality for the period 2006-2010. To monitor the implementation of the Roadmap actions, two work programmes were drawn  $up^2$ , and a mid-term progress report was adopted at the end of 2008<sup>3</sup>.

This document is the third and last work programme before the preparation of a renewed framework for equality between women and men. The aim is to monitor the actions implemented in 2008 and at the beginning of 2009, and to set out the actions that the Commission services will implement in 2009 and 2010. This work programme is drafted with contributions from all Directorates-General and contains in annex a scoreboard to monitor the activities implemented (references in italics in the text).

The Roadmap ends in 2010, when a final evaluation is due to accompany the preparation of a new framework for gender equality policies.

It should be noted that this work programme is drawn up in the context of a severe economic downturn, which has a significant impact on employment and social prospects, and entails the risk that the situation of women, in particular, will be affected. Fierce competition for public spending could also lead to a redefinition of priorities in the Union, and to less attention being devoted to gender equality policies.

#### 2. MAIN ACTIONS CARRIED OUT IN 2008 AND FORECAST FOR 2009-2010

#### 2.1. Achieving equal economic independence for women and men

#### 2.1.1. Achieving the Lisbon employment targets (A1)

The analysis of the trends in the improvement of the integration of women in the labour market carried out in 2008 showed that the female employment rate has risen (58.3%) and is now closer to the Lisbon target (of 60% by 2010). However, as stated in the Joint Employment Report<sup>4</sup>, "most countries are still far from adopting a full gender-mainstreaming approach to employment policies, notably through systematic gender impact assessment of policy measures". Despite the fact that gender had a limited profile in the recommendations

<sup>&</sup>lt;sup>1</sup> COM(2006) 92 final

<sup>&</sup>lt;sup>2</sup> SEC(2007) 537, SEC(2008) 338

<sup>&</sup>lt;sup>3</sup> COM(2008) 760 final

<sup>&</sup>lt;sup>4</sup> Document of the Council of the EU 7435/09

that were proposed by the Commission and adopted by the Council<sup>5</sup>, the Commission has underlined for most Member States, in its detailed analysis of the employment policies of the Member States<sup>6</sup>, a number of challenges linked to female employment or to reconciling work, private and family life. In order to promote a better application of the gender mainstreaming principle by Member States, the Manual for gender mainstreaming: employment, social inclusion and social protection policies has been translated into 21 EU languages.<sup>7</sup>

A Communication entitled "New skills for new jobs - anticipating and matching labour market and skills needs"<sup>8</sup> was adopted in 2008 to examine how to achieve a better match of skills and labour market needs. It pointed out that the educational and professional choices of young men and women continue to be influenced by traditional gender paths. Reducing gender imbalances in sectors and occupations could partly address future skills shortages, for example in technical and managerial occupations.

2009 is the last year before the new Lisbon cycle that is due to start in 2010, and the economic downturn will inevitably have an impact on its preparation. There remains a need for better and wider gender mainstreaming in all policies, as well as a need to develop objectives in relation to gender; these are likely to include female employment, reduction of gender gaps in employment, unemployment and pay, gender segregation, and reconciling work, private and family life.

# 2.1.2. Eliminating the gender pay gap (A2)

In an economic crisis it is particularly important that all stakeholders support gender equality in the labour market. In 2008, the Commission has been active in addressing the gender pay gap through legislative and non legislative activities.

Equal pay for equal work of equal value is a fundamental principle of the EU, enshrined in the founding Treaties. Following one of the actions identified in the 2007 Communication on the subject of the gender pay gap<sup>9</sup>, the Commission undertook to conduct an analysis of this current legislative framework. The results of an external study were presented at a conference in March 2009. On the basis of this analysis, the Commission will decide whether there is a need to amend the legislation in order to complement it and/or make it more effective.

A major communication campaign<sup>10</sup> has been launched on the occasion of the International Women's Day 2009. The target audience is the general public, but also employers and workers.

One of the main goals of the campaign is to raise awareness among citizens, employees and employers of the different causes of the gender pay gap and how it can be tackled. To this

<sup>&</sup>lt;sup>5</sup> Document du Conseil de l'UE 6457/09

http://register.consilium.europa.eu/pdf/en/09/st06/st06457.en09.pdf

<sup>&</sup>lt;sup>6</sup> Implementation of the Lisbon Strategy Structural Reforms in the context of the European Economic Recovery Plan: Annual country assessments – a detailed overview of progress made with the implementation of the Lisbon Strategy reforms in Member States in 2008: http://ec.europa.eu/growthandjobs/pdf/european-dimension-200812-annual-progressreport/annualass detail.pdf

<sup>&</sup>lt;sup>7</sup> http://ec.europa.eu/employment\_social/publications/booklets/equality/equality\_2008\_en.htm

<sup>&</sup>lt;sup>8</sup> COM(2008) 868/3

<sup>&</sup>lt;sup>9</sup> COM/2007/424 final

<sup>&</sup>lt;sup>10</sup> Http://ec.europa.eu/equalpay

end, the visual concept of the campaign focuses on the working lifecycle of women and men. Non-legislative measures to support and encourage gender equality at the workplace are also being studied.

Eurostat has implemented a new methodology (based on the SES - Structure of Earnings Survey) in order to obtain a harmonised and comparable measure of the unadjusted gender pay gap among Member States. It has also launched a study on econometric methods to evaluate the Gender Pay Gap using SES data; that study will be available in 2009.

### 2.1.3. Women entrepreneurs (A15, A5)

In order to increase female entrepreneurship, three lines of action have been developed. They are: better access of women to finance, development of female entrepreneurial networks and the adoption of the "Small Business Act"<sup>11</sup> and they present, for the first time, a comprehensive policy framework for SMEs. The Act provides for measures to establish an EU network of female entrepreneurship ambassadors and to promote entrepreneurship among women graduates. Female entrepreneurship is also encouraged through the adoption in 2008 of a Regulation<sup>12</sup> regarding block exemption for State aids, notably in the case of small enterprises created by women entrepreneurs.

In 2010, in the framework of the Small Business Act, mentoring will be promoted to inspire women to set up their own enterprise and also contribute to the growth and jobs potential.

Practices aimed at encouraging greater equality between women and men have also been supported in the context of the business-led European Alliance for corporate social responsibility (CSR) with laboratories on "mainstreaming diversity in the company" and "equality between women and men". A study on women innovators and entrepreneurship was also finalised in 2008 to analyse how to make better use of women's potential and their contribution to Europe's competitiveness.

## 2.1.4. Gender equality in social protection and the fight against poverty (A1, A7)

The mainstreaming of gender aspects in the National Strategy Reports on social protection and social inclusion presented by the Member States in the autumn of 2008 showed, as the 2009 Joint Report concluded<sup>13</sup>, that gender considerations feature more prominently than in the past, but could be mainstreamed more consistently. It is also acknowledged that the gender pension gap is expected to persist in the future and might become even wider. In order to take this situation into account when defining future policies, the impact of pension systems on women has been analysed and the legal aspect of gender equality in social protection is being studied.

Gender issues have also been identified as a general principle to be taken into account in the European Year for Combating Poverty and Social Exclusion in 2010. Member States should explain how gender will be included in their National Strategies to implement the objectives of the EU year.

#### 2.1.5. Recognising the gender dimension in health (A4)

A Communication is being prepared on the subject of solidarity in health to reduce health inequalities in the EU. As gender inequalities in health are still a persistent problem, the Communication will also aim at tackling mainstream gender issues in health and other policies. The access of women and men to healthcare and long-term care, reproductive health and women's health in general is also being studied.

<sup>&</sup>lt;sup>11</sup> COM/2008/0394 final

<sup>&</sup>lt;sup>12</sup> Commission Regulation (EC) 800/2008 OJ L 214, p 3

<sup>&</sup>lt;sup>13</sup> COM(2009) 58 final

# 2.1.6. Combating multiple discrimination, in particular against immigrant and ethnic minority women (A3, A9)

In July 2008, the Commission adopted a new Communication on non-discrimination and equal opportunities<sup>14</sup>, which has highlighted the need to mainstream gender issues as a way of tackling multiple discriminations. The accompanying Staff Working Paper<sup>15</sup> sets out the instruments available at Community level for the social inclusion of the Roma, and gender aspects have been identified in each of the themes addressed.

A study of the labour market situation of migrant women concluded that third-country migrant women face multiple disadvantages compared to native-born women and third-country migrant men, and that third-country migrant women are concentrated in low-skilled sectors. The definition of the strategy on migration policy<sup>16</sup> took this situation into account, particularly as regards the participation of women in the labour market and the protection of women who are victims of trafficking. As part of the implementation of the policy plan on legal migration, legislative proposals<sup>17</sup> have been presented aiming at harmonising the admission procedures, criteria and rights of certain categories of third-country nationals. The so-called "Blue Card Directive"<sup>18</sup>, lays down attractive conditions for entry and residence of third-country nationals for highly qualified employment. The Commission will present two proposals for directives on seasonal workers and intra-corporate transferees. Also, a proposal for a directive on remunerated trainees, which modifies Directive 2004/114/EC, will be presented following the report on the evaluation of the implementation of this Directive, to be issued in 2010.

The negotiation of the draft directive on a single permit and a common set of rights for third country workers is ongoing in the Council.

Under the European Fund for the Integration of third-country nationals (2007-2013)<sup>19</sup>, annual calls for national programmes are launched and Community actions are carried out. Measures in 2008 have addressed the specific needs of women.

# 2.1.7. Role of European Funds for cohesion policy, rural development and fisheries (2007-2013) (A 10, 11, 12, 13)

Under the terms of the European Funds 2007-2013 for cohesion policy<sup>20</sup> the Member States must integrate equality objectives to facilitate access to employment, education and training, promote participation in decision-making and strengthen the reconciliation of working and family life in their national programmes. An evaluation was launched to analyse the impact of ESF on gender equality for the period 2000-2006 and a study will be looking at whether those priorities have actually been integrated during the period 2007-2013. The HLG on gender mainstreaming in Structural Funds has organised its work so as to promote exchanges of

<sup>&</sup>lt;sup>14</sup> COM(2008) 420 final

<sup>&</sup>lt;sup>15</sup> SEC(2008) 2172 final <sup>16</sup> COM(2008) 250 final

<sup>&</sup>lt;sup>16</sup> COM(2008) 359 final

<sup>&</sup>lt;sup>17</sup> COM(2007) 637 final

<sup>&</sup>lt;sup>18</sup> Council Directive on the conditions of entry and residence of third-country nationals for the purposes of highly qualified employment adopted by the Council on 25 May 2009

<sup>&</sup>lt;sup>19</sup> 2007/435/EC (25/06/2007)

<sup>&</sup>lt;sup>20</sup> Council Regulation (EC) No 1083/2006 of 11 July 2006 laying down general provisions on the European Regional Development Fund, the European Social Fund and the Cohesion Fund

practices on key policy themes of the Roadmap. The Funds for rural development<sup>21</sup> and fisheries<sup>22</sup> also encourage Member States to promote gender equality. The Commission is following up the implementation of this priority in the national programmes.

As part of the response to the economic crisis, legislative changes have been made to the Funds' Regulations to make it easier for the Member States to rapidly implement support to all policies that are designed to help people get jobs, keep jobs and avoid falling into poverty and social exclusion.

### 2.2. Enhancing reconciliation of work, private and family life

2.2.1. Flexible working arrangements and better reconciliation policies for women and men (B4, B5)

The Commission presented a framework communication in order to provide "stronger support for reconciling professional, private and family life"<sup>23</sup> and to achieve the Union's growth and employment objectives.

In October 2008, after consulting the European Social Partners, the Commission presented as part of this package two legislative proposals<sup>24</sup> to modernise the current relevant legislation in the field of reconciliation between private and professional life. It was proposed to update the Directive on maternity protection and maternity leave<sup>25</sup> in order to increase the minimum length of maternity leave from 14 to 18 weeks and establishing the principle of full pay. A proposal for a directive was also presented to ensure equal treatment for self-employed workers and assisting spouses and to entitle them to maternity leave.<sup>26</sup> Furthermore, in 2009 the social partners reached an agreement to adapt the current framework on parental leave to evolving family structures and to encourage fathers to take a greater share of family responsibilities.

The availability of statistics has improved with the agreement on the contents of the 2010 Labour Force Survey ad hoc module on "reconciliation work and family life", and the corresponding Regulation has been adopted<sup>27</sup>. Moreover, Eurostat will shortly be releasing a publication analysing the 2005 module on the same subject.

In addition, the working group of experts on reconciling work and private life and on "dual careers" in the area of Science and Technology in the private sector has analysed the correlation between women's scientific or engineering career "leaky pipeline" and work/life balance policies. A final report on the "leaky pipeline and work/life balance policies" entitled "Women in science and technology: Creating sustainable careers" will be published in May 2009. Also to support women's careers in science, the language used by companies in marketing and recruitment material was checked to ascertain whether it is biased or gender stereotyped.

<sup>&</sup>lt;sup>21</sup> Regulation (EC) No 1698/2005

<sup>&</sup>lt;sup>22</sup> Regulation (EC) No 1198/2006

<sup>&</sup>lt;sup>23</sup> COM(2008) 635 final

<sup>&</sup>lt;sup>24</sup> COM (2008) 636 and 637

<sup>&</sup>lt;sup>25</sup> Directive 92/85/EEC

<sup>&</sup>lt;sup>26</sup> Directive 86/613/EC

<sup>&</sup>lt;sup>27</sup> Regulation (EC) No 20/2009 of 13 January 2009

#### 2.2.2. Increasing care services (B2)

The Commission has reported<sup>28</sup> on the progress made by the Member States in improving the availability of childcare facilities in line with the targets agreed at the Barcelona European Council in 2002 (for 90% of children between the age of three and school age and for 33% of children aged under three). This assessment has been possible thanks to the availability, since 2008, of harmonised EU figures on childcare facilities. In its report, the Commission calls on the Member States and other stakeholders (social partners, companies) to make further progress in the provision of quality and affordable childcare services. It also underlines the EU's support in this process through political commitment and monitoring, EU funding possibilities and exchange of successful national policies.

In 2008, the Commission launched a programme of exchanges of good practices to reinforce the potential for countries to learn from each other, to develop synergies, both in partnership with the Commission and, where appropriate, with social partners and NGOs, in order to achieve the objective of the Roadmap. The first two exchanges were organised to transfer successful experiences on childcare (Slovenia) and parental leave (Iceland)<sup>29</sup>.

Pre-primary education is also a priority of the European cooperation in education and training, as set out in the Updated strategic framework for European cooperation in education and training<sup>30</sup>. This cooperation will promote generalised equitable access and reinforce the quality of provision and teacher support. To support this objective, the Council agreed on a benchmark on pre-primary education especially in the case of those from disadvantaged backgrounds: by 2020, at least 95% of children between 4 years old and the age for starting compulsory primary education should participate in early childhood education<sup>31</sup>.

The gender dimension is an important one for the socio-economic research conducted under the Research Framework Programmes. A policy synthesis of research results of a series of FP4 and FP5 socio-economic projects on the common themes of family and welfare is available<sup>32</sup>. The changing relationship between work, care and welfare in Europe has been researched in the recently completed WORKCARE<sup>33</sup> project (focusing on the care of children in households). A "social platform" on research on families and family policies will support the European Commission in defining a future research agenda in this area, in consultation with a wide range of stakeholders and policy-makers. A European Data Centre<sup>34</sup> on Work and Welfare gives information on and direct links to comparative and national, quantitative and qualitative data on work and welfare and closely related fields.

The Commission has encouraged the use of Structural Funds measures, in particular by publishing a brochure on funding family-friendly actions and through the exchange of practices regarding child-care and care for dependent persons in the High Level Group on gender mainstreaming in the Structural Funds.

<sup>&</sup>lt;sup>28</sup> COM(2008) 638 final

<sup>&</sup>lt;sup>29</sup> http://ec.europa.eu/social/main.jsp?catId=574&langId=en

<sup>&</sup>lt;sup>30</sup> COM (2008) 865 final

<sup>&</sup>lt;sup>31</sup> 2941<sup>th</sup> Education, youth and culture Council meeting

<sup>&</sup>lt;sup>32</sup> http://ec.europa.eu/research/social-sciences/policy-review-series-02\_en.html

<sup>&</sup>lt;sup>33</sup> http://www.abdn.ac.uk/socsci/research/nec/workcare

<sup>&</sup>lt;sup>34</sup> http://www.edacwowe.eu

### 2.2.3. Challenges of demographic changes for gender equality (B1)

Family policies were analysed in the 2008 demography report<sup>35</sup>, including the gender gap in life expectancy, to describe new trends in family situations and the state of play of family policies. The second demographic forum, held in November 2008, provided policy makers and stakeholders with the opportunity to discuss recent developments and best practices in the fields of active ageing and family policies within the European Union. Furthermore, the Forum reviewed where Member States stood as regards responding to the challenges of demographic change. The Commission is also continuing to encourage the exchange process implemented by the European Alliance for Families and will conduct a series of assessments and seminars related to family situations and policies. A specific focus will be directed at the assessment of the family policies framework prepared by OECD, as regards several objectives which will include: gender equality; impact of social and professional difficulties of young people and particularly women on family projects, and the role of women in promoting active ageing, following the Council conclusions in June 2009. Best practice meetings on regional and national family policies (for example, child care by childminders in France) will take place, as well as studies on family situation and policies.

## 2.3. Gender-balanced participation in decision-making

## 2.3.1. Women's participation in politics and in economic decision making (C1, 2)

The Commission is continuing to update and improve its database on women and men in decision-making<sup>36</sup> and to report regularly on the situation and trends. As 2009 is an important year for the EU (European Parliament elections, appointment of a new European Commission and nominations to various high-profile posts in the European Institutions), particular emphasis has been placed on the issue of gender balance in politics. In this context, the European Commission's services published and widely disseminated an expert report, entitled "Women in European politics – time for action"<sup>37</sup>. The report covers the gender balance in politics at all levels and examines the situation of women as elected representatives, the extent to which they are selected as candidates for election, how this links to electoral success and some of the reasons behind the limited progress to date. The report also presents an analysis of the situation in other areas, including business and public administration. The report confirms that, while there has been undeniable progress, women are still under-represented in all spheres of power in the majority of Member States, as well as within the EU institutions.

The participation of women in political life was also a theme developed in 2008 in the Europe for Citizens programme with a view to the 2009 European Parliament elections. Greater involvement of women in democratic processes is one of the priorities of a Europe for citizens.<sup>38</sup> Initiatives have been taken<sup>39</sup> in support of debates on European issues and the participation of young people and women in European Parliament elections so that they can convey their aspirations for Europe. A brochure<sup>40</sup> was prepared in 2009 to make women more sensitive to the importance of voting in EP elections and covering Europe's contribution to gender equality and to the interests of women. Actions were also directed at women's

<sup>&</sup>lt;sup>35</sup> SEC(2008) 2911

<sup>&</sup>lt;sup>36</sup> http://ec.europa.eu/employment\_social/women\_men\_stats/index\_en.htm

<sup>&</sup>lt;sup>37</sup> http://ec.europa.eu/employment\_social/publications/booklets/equality/pdf/ke8109543\_en.pdf

<sup>&</sup>lt;sup>38</sup> Decision No 1904/2006/EC

<sup>&</sup>lt;sup>39</sup> COM(2005) 494 and COM(2008) 158

<sup>&</sup>lt;sup>40</sup> http://ec.europa.eu/publications/booklets/others/80/index\_en.htm

magazines. A Eurobarometer on Women and European Parliamentary Elections<sup>41</sup> was also published in 2009.

In June 2008, the European Commission launched a European Network to promote women in decision-making in politics and the economy<sup>42</sup> which brings together representatives of European networks active in the field and provides a platform for co-operation, exchange of information and experience, mutual learning and sharing of best practice at European level. The Network has already met four times<sup>43</sup>, in particular to discuss issues such as mentoring, networking and role models, and their importance in helping women to progress in their careers. The results of the Network's discussions highlighting examples of good practice will be published in 2010.

In 2009, a Czech Presidency conference, co-financed by the Commission, included a panel discussion to raise awareness and exchange best practice on the issue of gender balance in decision-making.

#### 2.3.2. Women in science and technology (C3, 4)

The promotion of gender equality under the Seventh Framework Programme for Research<sup>44</sup> is a two-tier process. Women's participation and the relevance of gender in specific research topics are encouraged and highlighted in the work programmes which are prepared yearly. In addition, large projects are encouraged to include gender equality actions (costs which are covered by the project funding). In order to facilitate the inclusion of gender issues, a training toolkit is being prepared to inform the scientific community and the research administrators about the gender relevance of certain research topics Projects will be funded to identify best practices in gender management in research institutions, introducing a new focus on the structural change that the research institutions have to face. A European conference was coorganised with the Czech Presidency in May 2009 on "Changing research landscapes to make the most of human potential - 10 Years of EU activities in Women in Science - and beyond"<sup>45</sup>. It has provided an opportunity to highlight the diversity and gender management solutions that private and public research institutions are implementing to improve their efficiency, with a view to adapting and transferring them in other institutions and/or countries.

The report "Mapping the maze: Getting more women to the top in research" has reviewed positive actions and gender equality measures at institutional and national level to promote women. In addition, the data on the female research workforce in universities broken down by gender ('She Figures') are regularly updated: a short leaflet will be available in May 2009 and the next publication is due to appear at the end of 2009. In May 2009, a further report will be published on selection procedures for the allocation of research funds (Gender challenge in research funding).

Actions to reduce gender inequalities in scientific education were promoted in the World Economic Forum in Davos. To encourage young girls to follow studies and subsequent careers in ICT, the shadowing initiative continued for the third year producing a video addressing young people. A Code of Best practice for Women and ICT was launched in March 2009 at

<sup>&</sup>lt;sup>41</sup> http://ec.europa.eu/public\_opinion/archives/eb\_special\_en.htm

<sup>&</sup>lt;sup>42</sup> http://ec.europa.eu/social/main.jsp?catId=418&langId=en <sup>43</sup> http://ec.europa.eu/social/main.jsp?catId=418&langId=en

<sup>&</sup>lt;sup>43</sup> June, October and December 2008 and April 2009

<sup>&</sup>lt;sup>44</sup> Decision No 1982/2006/EC

<sup>&</sup>lt;sup>45</sup> http://ec.europa.eu/research/science-society/index.cfm?fuseaction=public.topic&id=27

the conference commemorating International Women's Day. The Code is the result of the cooperation of the ICT industry and the Commission. In the same conference young girls discussed what they thought were the barriers for technological studies and a career in the ICT sector. The statistical report on Women in ICT is being updated to include the latest data available from Eurostat.

Through the "Education and Training 2010" work programme, the Commission and the Member States have monitored the total number of graduates in maths, science and technology, which should increase by at least 15% and the gender imbalance in these subjects, which should be reduced.

## 2.4. Eradicating gender-based violence and trafficking in human beings

## 2.4.1. Eradication of gender-based violence (D3, D5)

Gender-based violence will be a priority for the Union during the Spanish Presidency in the first half of 2010, when Council conclusions on gender-based violence are due to be adopted.

The Daphne III programme<sup>46</sup> supports actions to prevent and combat all forms of violence, particularly through the funding of projects. Studies on female genital mutilation and on the legislation against violence, as well as a eurobarometer survey, will be conducted in 2009 to gain a better knowledge of citizens' perceptions and the role of legislation.

In March 2009, the Commission adopted a Proposal for a new Council Framework Decision on combating sexual abuse and sexual exploitation of children and child pornography, aimed at stepping up prosecution of criminal, protection of child victims and prevention of offences

The European Union Fundamental Rights Agency (FRA) presented on 25 March a new report on 'Developing indicators for the protection, respect and promotion of the rights of the child in the European Union'. This study proposes a comprehensive series of indicators to measure child rights across the EU, also in the area of protection from exploitation and violence.

Gender-based violence is also a priority of the "Youth in action" programme which supports projects to combat violence against women.

As part of the programme of exchange of good practices between Member States, one focus in 2009 will be on gender violence (Spain).

# 2.4.2. Elimination of trafficking in human beings (D1, D2, D4)

The majority of victims of trafficking are women and children. The monitoring and evaluation of Union's action plan on best practices, standards and procedures for combating trafficking in human beings was adopted<sup>47</sup> and determines the short-term actions and the new strategy post-2009. In March 2009, the Commission adopted a Proposal for a new Framework Decision on trafficking in human beings, aimed at further developing legislation and penalties, ensuring successful prosecution, better protection and assistance to victims, favouring effective prevention.

<sup>&</sup>lt;sup>46</sup> Decision No 779/2007/EC

<sup>&</sup>lt;sup>47</sup> COM(2008)657

The common framework for defining indicators and collecting data on trafficking in human beings is being implemented. A survey conducted amongst practitioners and experts was published in 2008. The cooperation with Eurostat on data availability will continue and the initiatives in this field will be coordinated. The fundamental Rights Agency has presented an in-depth study on child trafficking in 2009<sup>48</sup>.

# 2.5. Eliminating gender stereotypes

### 2.5.1. Elimination of gender stereotypes in education, training and culture (E1, E4)

Gender stereotypes are still a main root cause of inequalities between women and men which need to be addressed in education schemes from the earliest stage. To implement the Youth in Action Programme (2007-2013), projects are focusing on themes directly linked to gender equality, such as gender stereotypes and reproductive health, or are intended to adopt a mainstreaming approach by including a gender equality dimension. Equality between women and men is being mainstreamed in the preparation of the EU Strategy for Youth due to be adopted in 2009. The Lifelong Learning programme aimed at European cooperation in the fields of education and training (encompassing school, higher and adult education and vocational education and training), includes among its objectives the reduction of gender inequalities.

Attention is also being paid to gender equality in the preparation of the Communication on University-Business cooperation in 2009, in order to combat gender segregation and to improve gender governance in this field.

Tackling gender inequalities in education is among the priorities of the Swedish Presidency. The European Commission has also commissioned two reports on this subject. The report of the Network of Experts in the Social Sciences of Education (NESSE) will provide a summary of key conclusions from a large body of research on this topic and their implications for policy development. The EURYDICE network is currently working on a report on gender and education, with a mapping of relevant experiences in Member States.

# 2.5.2. Elimination of gender stereotypes in the labour market (E2)

Overcoming gender stereotypes and applying gender equality messages at the workplace can help SMEs gain a competitive advantage. The final conference on the initiative "Raising the awareness of companies about combating gender stereotypes" was held in November 2008. It provided an opportunity to disseminate the Training Toolkit for SME advisors and human resource managers, as well as a website, posters, leaflets and video clips with best practices from SMEs<sup>49</sup>.

In the context of the programme for the exchange of good practices between Member States, one focus in 2009 will be on gender stereotypes (Germany).

<sup>48</sup> http://fra.europa.eu/fraWebsite/news&events/infocus09\_0707\_en.htm

<sup>&</sup>lt;sup>49</sup> http://www.businessandgender.eu/

# 2.5.3. Elimination of gender stereotypes in the media (E3)

The AVMS (Audiovisual Media Services) Directive<sup>50</sup> is due to be transposed into national law by the end of 2009. It prohibits discrimination based on sex, racial or ethnic origin, nationality, religion or belief, disability, age or sexual orientation in commercial communications. As a result, this ban will apply to both linear (broadcast) and non-linear (video on demand) audiovisual media services. An independent analysis of the compliance by Member States with the qualitative rules on advertising, including those on non-discrimination based on gender, will be carried out for five Member States in 2009. As from 2010, the monitoring will be extended to include both broadcasting and video on demand services.

# 2.6. Promoting gender equality outside the EU

2.6.1. Enforcement of EU legislation in acceding, candidate and potential candidate countries (F1, F2)

Technical assistance and training were provided to candidate countries and potential candidate countries to align themselves with the *acquis communautaire* on gender equality. A seminar on gender equality was held in Turkey and a study tour to Brussels on Women in business, which dealt with non-discrimination and gender equality, was organised in the context of the TAIEX People-to-People programme for civil society organisations from the Western Balkans. The yearly Progress reports also addressed gender issues and will be continued in 2009. Accession negotiations on the negotiating chapter "Social policy and employment", which also covers equal opportunities, are expected to be provisionally closed with Croatia and to be opened with Turkey in 2009, provided that the necessary conditions are met. On the basis of an invitation by the Council, the Commission will prepare opinions, also addressing gender equality, based on possible EU membership applications. An opinion on Montenegro's membership application submitted in December 2008 is due to be prepared in the course of 2010.

# 2.6.2. Promotion of gender equality in the European Neighbourhood Policy, External and Development policies (F3-12)

On a global level, in 2008, the 53rd Session of the UN Commission on the Status of Women (CSW) was held in New York to address 'The equal sharing of responsibilities between women and men, including care giving in the context of HIV/AIDS' as the priority theme, and agreed conclusions were adopted. The CSW also addressed other significant and timely topics such as: "The gender perspectives of the financial crisis" and "Equal participation of women and men in decision-making processes at all levels"; an EU side event on "Reconciling family and professional life: the EU approach" also took place. During its 54<sup>th</sup> session, the CSW will review the implementation of the Beijing Declaration and Platform for Action (Beijing + 15) and the outcomes of the twenty-third special session of the General Assembly and its contribution to shaping a gender perspective towards the full realization of the Millennium Development Goals. (F7)

On a policy level, the Communication on Gender Equality and Women's Empowerment in Development Cooperation will be followed by the adoption, in 2010, of the joint EU Plan of

<sup>&</sup>lt;sup>50</sup> Directive 2007/65/EC

Action on Gender Equality and Women's Empowerment in the External Actions which will aim to translate policy into action. (F10)

The new "Comprehensive Approach of the European Union to the implementation of UN Security Council resolutions 1325 and 1820 on women, peace and security ", jointly prepared by the European Commission and the Council Secretariat and adopted by EU Ministers for Foreign Affairs on 8 December 2008, aims at further strengthening the effectiveness of EU work in the area of women, peace and security. It presents a vision of the role and obligations of the EU in protecting women in conflict situations and in facilitating their pro-active role as peace-builders. In March 2008, an international conference was organised on the theme "Women: Stabilising an Insecure World". As a follow-up to this conference, it was proposed to the UN Secretary General to organise a ministerial level meeting in 2010 to reinforce the commitment to the implementation of SC resolution 1325. Furthermore, the implementation of resolution 1325 has been identified as one of the areas of co-operation between the EU and the African Union in the framework of the Joint Partnership on democratic governance and human rights. (*F8*)

2008 also saw the adoption of the "EU Human Rights Guidelines on violence against women and girls and combating all forms of discrimination against them" which confirm the commitment of the EU to prioritise actions to promote and protect women's rights in the overall EU human rights policy in third countries. These Guidelines, in particular, foresee that the EU will continue to raise the subject of violence against women and the discrimination from which such violence originates in its human rights dialogues and consultations with third countries. The December 2008 Annual EU-NGOs Forum on Human Rights discussed in depth the role and involvement of civil society in implementing the Guidelines.

The EU has reaffirmed the principles relating to gender equality in the European consensus on humanitarian aid<sup>51</sup> and is committed to promoting active participation of women and incorporating protection strategies against sexual and gender-based violence in all aspects of humanitarian interventions. In accordance with its action plan,<sup>52</sup> an external review of gender issues, including strategies against sexual and gender-based violence and sexual violence in humanitarian interventions, has been finalised. In addition, internal guidelines for funding humanitarian protection activities have been established. (*F6*)

In 2010, the  $10^{\text{th}}$  European Development Fund Country Strategy Papers will be reviewed. To ensure that gender equality is effectively mainstreamed in the mid-term review, gender mainstreaming guidelines<sup>53</sup> have been drawn up. (*F4*)

The EU has consistently supported the Mediterranean partner countries in promoting equality between women and men. The programme on the Role of Women in Economic Life (RWEL)<sup>54</sup> has come to an end. Building on the achievements of RWEL, a new Regional Gender Equality Programme (EGEP) has started in the region aimed at opening a space for discussion between the partners to ensure implementation of the Convention on the Elimination of All Forms of Discrimination against Women. In addition to promoting the exchange of best practices among countries, the Programme creates synergies with other EC initiatives in the region, in particular "Investing in people" which has provided grants to civil

<sup>&</sup>lt;sup>51</sup> OJ C 25, 30.1.2008, p. 1

<sup>&</sup>lt;sup>52</sup> SEC (2008) 1991

<sup>&</sup>lt;sup>53</sup> http://ec.europa.eu/development/icenter/repository/F43\_genderequality\_fin\_en.pdf

<sup>&</sup>lt;sup>54</sup> http://www.roleofwomenineconomiclife.net/

society organisations working on women's rights. A new call for proposals will be launched in 2009. A stock-taking exercise on the Istanbul Framework of Action on Strengthening the Role of Women in Society (2006) will take place in 2009. (F3)

In September 2008, donors and partners countries agreed on the Accra Agenda for Action on Aid effectiveness which includes commitments on gender equality. The Commission has been at the forefront of the efforts to link up the gender equality and aid effectiveness agendas. The EC/UN (Unifem and ITC/ILO) Partnership on Gender Equality for Development and Peace has generated significant findings on aid effectiveness and gender equality in 12 pilot countries. The EC/ UN Partnership will continue by supporting in-country and regional capacities to bring a stronger gender equality perspective to aid effectiveness. Resources, material and practice are published in an interactive website (www.gendermatters.eu).

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 their potential in the context of the aid effectiveness agenda and new aid modalities. *(F9)* 

The European Instrument for Democracy and Human Rights (EIDHR)<sup>55</sup> gives priority to the promotion of gender equality as a cross-cutting theme in all of its call for proposals. Furthermore, a call for proposals targeting regional and transnational projects was launched in 2008, "Strengthening the role of civil society in promoting human rights and democratic reform, in facilitating the peaceful reconciliation of group interests and in consolidating political participation and representation" giving a specific emphasis on the equal participation of men and women in social, economic and political life. European Commission Delegations also launch country based calls for proposals under the EIDHR and of which some focus on the promotion of gender equality.

The thematic programme "Investing in people"<sup>56</sup> has supported the Liberian International Colloquium on Women's Leadership as well as non-State actors in promoting women's ownership rights and countering adult female illiteracy. Moreover, "Investing in People" has supported gender mainstreaming in the health and vocational training sectors.

The yearly progress reports on the implementation of the European Neighbourhood Policy Action Plans continued to address the issue of gender equality as well as the promotion of the role of women in social, political and economic life. Exchanges of best practices were carried out in the framework of the TAIEX instrument. In addition, the on-going negotiations on upgrading relations with some of the ENP partners contain a number of provisions on the need to ensure gender equality, social dialogue, sustainable development and sound application of fundamental labour standards.

Gender training sessions, as well as on-line gender training, were organised in EC delegations and in Brussels. Training on gender in the new aid modalities with the UN, within the EC/UN Partnership on Gender Equality for Development and Peace, was prepared. In 2009, thematic training sessions will also be held on the themes of women in conflict, peace and development. (F7)

<sup>&</sup>lt;sup>55</sup> Regulation (EC) No 1889/2006

<sup>&</sup>lt;sup>56</sup> COM(2006) 18 final

Sustainable development and the application of fundamental labour standards in EU trade policy will involve gender equality issues, with the indicators on "decent work" being developed in cooperation with the ILO.(F11)

## **3.** IMPROVED GOVERNANCE AND MONITORING (*G1-13*, *H1-4*)

Progress is being made regarding governance and cooperation with the relevant stakeholders. The Commission has collaborated with the Member States within the High-Level Group on Gender Mainstreaming. The Group has concentrated its work on the follow-up of the Commission's Roadmap for Gender Equality, the European Pact for Gender Equality adopted in March 2006 and the follow-up of the Beijing Platform for Action (1995). Its meetings have also provided an opportunity to debate a wide range of policy issues and to co-ordinate the work of the EU Presidencies on gender equality. To ensure high visibility, coherence and continuity between the work of Presidencies on gender equality, a Presidency declaration and a common programme for the second Trio of Presidencies (France, Czech Republic and Sweden) were jointly endorsed (2008). In 2009, an important deliverable will be the drawing up of a report reviewing the implementation of the Beijing Platform for Action (Beijing+15). In 2010, it is expected that the next Trio of Presidencies (Spain, Belgium and Hungary) will agree on a common programme on gender equality for their Presidencies.

At the request of the European Council, the European Commission reports each year on progress towards gender equality and presents the challenges and priorities for the future. The 2009 report<sup>57</sup> gives an overview of recent developments as regards the situation of women and men in the EU. The report underlines the contribution of gender equality policy to economic and social development, and points out that, in today's global economic slowdown, it is more important than ever to keep up the pressure for equality between women and men. This report is targeted at a wide range of stakeholders, including Member States, NGOs and social partners.

The collaboration with Social Partners has also progressed, with the third annual follow-up report on the framework of actions on gender equality being adopted by the European Social Partners in November 2008<sup>58</sup>. The report describes how the framework of actions has been followed up across the social partners' activities on gender equality in 22 Member States and at European level, and provides useful information on a selected number of actions taken at industry-wide, sectoral and company level. Several European and national social partner organisations have also received EU funding to implement their own projects on gender equality.

Organisations representing civil society have been funded with a view to maintaining dialogue and supporting action to promote gender equality. They have made useful contributions to papers on subjects that are relevant for the implementation of the Roadmap.

A number of activities have been carried out to strengthen the legislation on gender equality. A Community network of Bodies responsible for gender equality met twice in 2008 to ensure uniform application of European law on the topic of equal pay. Each year, legal experts have analysed the progress in Community law in Member States and the effectiveness of

<sup>&</sup>lt;sup>57</sup> COM(2009)77 final and its annex SEC(2009) 165

http://ec.europa.eu/employment\_social/publications/booklets/equality/index\_en.htm

<sup>&</sup>lt;sup>58</sup> http://ec.europa.eu/employment\_social/dsw/public/actRetrieveText.do?id=8764

legislation. A study on the structure and work of the National Equality Bodies will be carried out in 2009 to identify best practices.

Legislative progress has been achieved, particularly in the fields of reconciliation and the gender pay gap<sup>59</sup>. A report on the implementation of the Directive on the principle of equal treatment of men and women as regards access to employment, vocational training and promotion, and working conditions<sup>60</sup> will be prepared in 2009. A report will be published in 2010 on the state of progress and quality of the transposition by Member States of the Directive on equal treatment between men and women in the access to and supply of goods and services<sup>61</sup>.

The Commission has revised the impact assessment guidelines<sup>62</sup> and has made progress in taking into consideration the impact on women and men, and improving the integration of fundamental rights and gender equality into all EU policies and programmes. The revised impact assessment guidelines include a reference to the "Guidance for assessing social impacts"<sup>63</sup> that will help reinforce the analysis of gender issues in impact assessments.

A note analysing the feasibility of a European gender equality index has been drawn up with a view to helping Member States to benchmark their situation and to pay more attention to gender equality.

In general, work on indicators has met the international commitments of Member States. The Commission has cooperated with the latter to develop new indicators and review the implementation of selected existing indicators in the framework of the Beijing Platform for Action. The Commission also produced an inventory of the available data broken down by gender, "the Gender breakdown overview", covering demographic and social statistics in particular.

An external study on the feasibility of introducing gender budgeting into the EU budgetary process was finalised in summer 2008. On that basis, the Commission has pursued further work on gender budgeting at EU level that builds on existing management, reporting and budgeting tools. The Commission has revised its budgetary guidelines for a better integration of the gender dimension into the Preliminary Draft Budget 2010 Activity Statements, which provide the main justification for requests for appropriations. Progress has been made on the reporting of gender issues to the Budgetary Authority.

Several evaluations focusing specifically on gender aspects are either ongoing or due to be carried out in 2009, for example in the area of regional policy ex-post evaluation of objectives 1 and 2 2000-2006: 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).

<sup>&</sup>lt;sup>59</sup> See corresponding chapters above

<sup>&</sup>lt;sup>60</sup> Directive 2002/73/EC

<sup>&</sup>lt;sup>61</sup> Directive 2004/113/EC

<sup>&</sup>lt;sup>62</sup> http://ec.europa.eu/governance/impact/docs/key\_docs/iag\_2009\_en.pdf

<sup>&</sup>lt;sup>63</sup> Ref to be added

A number of Roadmap actions have been funded under the PROGRESS programme,<sup>64</sup> to support gender mainstreaming in all policy sections and the implementation of equality objectives, including strengthening communication in the area of gender equality.

In addition, the promotion of gender equality within the Commission's administration falls under its Fourth Action Programme on gender equality. The Fourth Annual Monitoring Report was adopted in November 2008<sup>65</sup>. A Communication on the targets for recruitment and appointment of women to management and other AD posts in the Commission for the year 2008 was adopted in May 2008<sup>66</sup>. An evaluation of the 4th Action Programme is due in 2009 in order to prepare the 5th Action Programme. On the basis of the evaluation of teleworking and of other flexible working arrangements, there are plans to introduce guidelines for teleworking in 2009. Also, in order to support the Commission's institutional capacities, a new training course for policy officers on gender mainstreaming is being prepared.

Lastly, the European Institute for Gender Equality<sup>67</sup> has been established and its Management Board has already met four times. The Director took up her duties in April 2009. The work of the Institute will start in 2009 in Brussels and the Institute will later be established in Vilnius.

#### 4. **CONCLUSIONS**

The significant progress in the implementation of the Roadmap, noted in the mid-term report, continues. The Roadmap is proving to be a political framework which helps to ensure coherence and visibility in the actions carried out by the Commission and also to provide a reference for the EU stakeholders. Since the adoption of the last Roadmap work programme, there have been new achievements with regard to the inclusion of gender considerations in some new areas such as State aid and audio-visual media services.

However, the economic downturn represents both an opportunity and a potential threat for women's employment and gender equality. While unemployment seems to hit the male sectors hardest (construction work, finance etc.) in the first instance, highly feminised services (e.g. public services, health, education) may be next if the crisis worsens. It will be important to pay attention to the gender impacts when designing policies both at EU and at national level to respond to the crisis because, apart from the unemployment situation, previous crises have also had an impact on women's access to credit, to education, and have increased household work. In this regard, the situation of women in developing countries also requires very special attention. There needs to be a focus on combating stereotypes and on the segregated labour market, and also on achieving a better balance between the genders in education and in the choice of a career in the labour market to avoid unemployment impacting only one of the genders in the future. The preparation of the new Lisbon cycle in 2009 is of great importance in this respect. It will need to pay specific attention to the gender aspects of the proposed measures.

An additional challenge will be to evaluate progress and assess the contribution of the current Roadmap to gender equality policies with a view to the preparation of the future strategy. As

<sup>&</sup>lt;sup>64</sup> Decision No 1672/2006/EC

<sup>&</sup>lt;sup>65</sup> SEC(2008) 2831/3

<sup>&</sup>lt;sup>66</sup> SEC(2008) 1864/3

<sup>&</sup>lt;sup>67</sup> Regulation (EC) No 1922/2006

announced<sup>68</sup>, in 2010 the Commission will present a new framework setting out the objectives for gender equality in the next policy cycle of the European Union, while at the same time mobilising all stakeholders.

The Commissioners' group on fundamental rights, anti-discrimination and equal opportunities held an extraordinary meeting on the occasion of the 2009 International Women's Day to take stock of the implementation of 2006-2010 Roadmap on equality between women and men. The meeting was attended by external representatives (the European Parliament's Committee on Women Rights and Gender Equality, the current and forthcoming Council Presidencies, the European Economic and Social Committee, the Committee of the Regions, the Advisory Committee on Equal Opportunities for Women and Men and the European Women's Lobby) and by representatives from the Commission.

At that meeting, President Barroso confirmed the Commission's commitments to push the gender agenda forward. He noted that gender issues have progressed in all Commission policies, such as employment, education, health, external relations, etc. However, the Commission should remain vigilant and continue to develop its action until gender equality is a reality. The future Commission framework for gender equality should provide a holistic response to the new challenges, particularly those that result as a consequence of the economic crisis.

A conference on "Equality between women and men in a time of change" was organised on 15 - 16 June 2009 to take stock of the progress achieved under the Roadmap for Gender Equality 2006-2010 and to reflect upon the future strategy (2011-2015).

The delivering of tangible results on gender equality depends largely on the Member States and on synergies between all actors involved in policy making. The new framework will have to consider how to create the conditions for combining efforts in order to achieve gender equality.

Annex

- Scoreboard of the Roadmap for equality between women and men: implementation in 2008 and forecasts for 2009-2010.

<sup>&</sup>lt;sup>68</sup> COM(2009) 73

	A. Economic independence												
		Action in the Roadmap	Star t	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009- 2010	DL	D G	Statu s				
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/growtha ndjobs/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	E M PL	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/employ ment_social/gender_equalit y/gender_mainstreaming/ge nder/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	200 7	E M PL	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	E M PL	prog.
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	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	20 07	EM PL	prog.

7a A	2007 gender equality manuals for actors involved in these processes and assessing how social protection system can promote gender equality	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	20 09	EM PL	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.	20 10	EM PL	prog.
2b A	Follow up of the Communication on gender pay gap	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 are foreseen in 2010.	20 08	EM PL	prog.
2c	COM(2007)424	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).	20 10	EM PL	prog.
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.	20 09	EM PL	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).	20 09	ES TA T	prog.
	3b	Monitor and strengthen gender mainstreaming in national and European activities in the 2007 European Year of Equal Opportunities for All	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.	20 10	EM PL	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).	20 10	EM PL	prog.

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.	20 10	EM PL	prog.
Α	48	gender mainstreaming in health policies, including	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.	20 09	SA NC O	prog.
	4b	by updating the gender dimension in health				Thematic expert report on "Access to healthcare and long-term care: equal for women and men?" (see A1d).	20 09	EM PL	prog.
A	1(	Together with MS promote gender mainstreaming and specific measures in the programming and implementation of the new SF, EFF, EAFRD, including through	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.	W P	EM PL	prog.

A	11	monitoring and ensuring adequate resources for gender equality	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).	W P	RE GI O	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.	W P	AG RI	prog.

Α	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).	W P	MA RE	prog.
А	14 a	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, 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 Spring of proposals for directives on seasonal workers, remunerated trainees and intra-corporate transferees and their follow-up in Council and EP. Follow-up of the draft directive on single permit/rights of migrant workers in the Council.	20 09	JLS	prog.

	14 b		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.	20 10	JLS	prog.
Α	15 a	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 meetings: 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/enterpris e/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.	W P	EN TR	prog.

	15 b		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.	20 10	CO MP	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/p ages/en/laboratories_quickg uide.html.	Dissemination of the results of the laboratories and work on the next phase of their development.	W P	EM PL	prog.
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.	W P	EA C	prog.

	B. Reconciliation												
		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009- 2010	DL	DG	St at us				
В	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	REG IO	pro g.				
	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/ma in.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	EMP L	pro g.				
	2c		2008	Preparation of a report on the implementation of Barcelona targets on childcare (3rd quarter	Report on the implementation of Barcelona targets on		2008	EMP L	co mp				

					and its statistical annex SEC(2008)2524.				
	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	EMP L	Pro g.
В	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	EMP L	pro g.

В	5	5 Improve the reconciliation of work, private and	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	pro g.
	5b	family life in RTD	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	pro g.
В	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	INFS O	co mp

		C. Decision making									
		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	St at		
С	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	EMP L	pro g.		
С	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	EMP L	pro g.		
С	<b>3</b> a	Monitor and promote the gender mainstreaming in particular in: the EU research policy and the 7th framework programme developing	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	pro g.		

3b	gender specific research, monitoring gender mainstreaming and women's participation in the 7th Framework Programme	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	pro g.
Зс		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	pro g.
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/sc ience- society/document_library/pdf _06/mapping-the-maze- getting-more-women-to-the- top-in-research_en.pdf.	2008	RTD	co mp
3e	Monitor and promote the gender mainstreaming in particular in: the EU research policy and the 7th framework	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	pro g.

3f	programme developing gender specific research, monitoring gender mainstreaming and women's participation in the 7th Framework Programme 2	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	pro g.
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С	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 an 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	pro g.
	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	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	pro g.

	4c	this field, develop in 2007 a European guide of best practices on ICT gender issues	2007	Report on statistical information, existing best practices, indicators and recommendations are 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	INFS O	pro g.
С	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 bord".	WP	EAC	pro g.
С	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	REG IO	pro g.

	D. Violence and trafficking												
		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	St at				
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	pro g.				

D 3:	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 female genital mutilations. 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	pro g.
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	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	EMP L	pro g.
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	pro g.

40		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	EMP L	pro g.
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, in the framework of the EU Youth in Action programme.	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 this priority is 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	pro g.

	E. Stereotypes										
		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	St at		
E	1b	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,	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	pro g.		

1c	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	pro g.
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	pro g.

16	Support actions to eliminate gender stereotypes in education, culture and on the labour	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	pro g.
11	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	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	pro g.
1	Lifelong Learning programme	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	REG IO	pro g.

Е	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	EMP L	pro g.
	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	INFS O	pro g.

	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	pro g.
	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	EMP L	
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	COM M	pro g.

Е	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	pro g.	
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	F. Development, external relations, enlargement												
		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	St at				
F	1a	implementation and effective enforcement of the Community acquis on gender equality in the acceding, candidate and potential candidate countries, including in the	2006	Subcommittee meetings and technical meetings to follow transposition and implementation of the <i>acquis</i> .	Subcommittee meetings and technical meetings to follow transposition and implementation of the <i>acquis</i> <i>carried out</i> .	Subcommittee meetings and technical meetings to follow transposition and implementation of the <i>acquis</i> .	WP	ELA RG	pro g.				
	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 September 2009.	WP	ELA RG	pro g.				
	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	ELA RG	pro g.				
	1d		2009			Open accession negotiations with Turkey on negotiating chapter 19 "Social policy and employment" (incl. gender equality) in 2009.	2010	ELA RG	pro g.				

	1e		2009			If invited by the Council, prepare Opinions ( <i>Avis</i> ) on possible EU membership applications, addressing also gender equality. An Opinion on the membership application of Montenegro is foreseen to be prepared in 2010.	2010	ELA RG	pro g.
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 <i>acquis</i> 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	EMP L	pro g.

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	AID CO	pro g.
	4a	Monitor and promote gender mainstreaming and specific measures in the ENP, EU external relations and development policies, at policy dialogue and	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	pro g.
F	4b	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	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/dev elopment/icenter/repository/F 43_genderequality_fin_en.pdf	WP	DEV	pro g.

F	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	pro g.
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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	ECH	pro g.
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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	AID CO	pro g.
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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	pro g.
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	pro g.

F	10 b	Present in 2006 a Communication on A European Vision on Gender Equality in Development Cooperation	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	pro g.
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	TRA DE	pro g.

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	pro g.
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				G. G	overnance				
		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	St at
G	1b	Take part, in 2007, in the setting up of the European Institute for Gender Equality	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	EMP L	pro g.
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	AD MIN	pro g.

			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	AD MIN	pro g.
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	AD MIN	pro g.
G	12	Monitor progress in gender equality in the human resources policy in the Commission and present, in 2007, a	2006	Training in HO and EC delegations.	Training in HO and EC delegations.	Training in HO and EC delegations.	WP	AID CO	pro g.
G	13	communication on the achievement of targets set for its committees and expert groups - facilitate training on gender equality for the staff,	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	pro g.

G	4b	Create in 2006 an EU network of gender equality bodies set up in compliance with directive 2002/73	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	EMP L	pro g.
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	EMP L	pro g.
G	6	Encourage and support the work of Social Partners on gender equality at both cross- industry and sectoral	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	EMP L	pro g.
		industry and sectoral levels	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	EMP L	pro g.

G	7	Reinforce the implementation of a gender perspective in the impact assessment of Community policies and	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/governanc e/impact/docs/key_docs/iag_2 009_en.pdf and new Guidance for assessing social impacts.	WP	SG	pro g.
G	8a	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	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, one of the options identified for further exploration and which builds on the existing framework is the integration of a gender dimension in activity statements.	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	BUD G	pro g.

	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	pro g.
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	EMP L	co mp
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	EMP L	pro g.

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		EMP L	
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	EMP L	pro g.
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	EMP L	

G	<b>3</b> a	Monitor implementation and enforcement of EU gender equality	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	EMP L	pro g.
	3b	legislation	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	EMP L	pro g.
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	MAR K	pro g.

	H. Monitoring											
		Action in the Roadmap	Start	Activities foreseen in 2008	Implementation in 2008	Activities foreseen in 2009-2010	DL	DG	St at			
	1a	Monitor progress in gender equality and provide orientation on gender mainstreaming	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	EMP L	pro g.			
н	1b	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 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	EMP L	co mp			

Н	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	EMP L	pro g.
			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	EMP L	pro g.

			2006	3 meetings of the ISG	3 meetings of the ISG	3 meetings of the ISG	WP	EMP L	pro g.
н	<b>3</b> a	together with MS, new indicators for the 12 critical areas of the BPfA - support the development of EU	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	EMP L	pro g.
	3b	comparable data on gender equality and statistics broken down by sex	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	EST AT	pro g.

	Зс		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	EMP L	pro g.
	<b>4</b> a	Present a report on the	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	EMP L	co mp
н		state of implementation of the roadmap in 2008 and carry out, in 2010 an evaluation of the roadmap and propose appropriate follow-up	2009			Eurobarometer on the attitude regarding gender equality 2009.	2009	EMP L	pro g.
	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	EMP L	pro g.