



COMMISSION OF THE EUROPEAN COMMUNITIES

Brussels, 3.2.2003  
SEC(2003) 137

**COMMISSION STAFF WORKING DOCUMENT**

**Work Programme for 2003 for the implementation of the Framework Strategy on  
Gender Equality**

{COM(2003) 47 final}

## Work programme 2003 of each Commission service

### Secretariat-General

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
Follow-up to implementation of Commission Decision 00/407/EC relating to <b>gender balance</b> within the committees and expert groups established by it in co-operation with DG Employment and Social Affairs	N.A. (The Secretariat General is not responsible for implementing specific policies).

### Legal Service

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Introduce systematic gender proofing of texts.</p> <p>Participation in the enforcement of the gender equality and equal treatment legislation of the EU via in-house legal assistance and representation of the Commission in front of the ECJ in sex discrimination cases.</p> <p>Develop in cooperation with the relevant services guidelines for gender neutral terminology for the drafting and revising of Commission texts.</p>	Ongoing

### Press and Communication service

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Introduce systematic gender proofing of texts and images to avoid gender stereotypes.</p> <p>Ensure that Commission departments take into account in their information policies specific women's needs, information sources and perspectives, in close co-operation with Commission's representations in Member States.</p>	<p>Maintain in cooperation with the relevant services a gender equality portal on the Europa site.</p> <p>Organise in each of the Commission's representations staff training and awareness raising on the Community's gender equality policy, in particular on Article 3(2) EC Treaty</p>

### GOPA: Group of Political Advisers

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
Continue to integrate a gender equality perspective in the work of the European Group on Ethics in Science and New Technologies	Integrate a gender perspective in all policy analysis, in particular in the fields of <ul style="list-style-type: none"> <li>- dialogue with religions and humanisms,</li> <li>- dialogue with the neighbourhood countries</li> </ul>

## DG Economic and Financial Affairs

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
Monitoring of implementation of Broad Economic Policy Guidelines, including guidelines 3.3 i) and vii) on increasing women's participation in the labour market and on reducing gender pay differences.	Ongoing

## DG Enterprise

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Follow-up of the Equal Opportunities Plan for 2002/2003 including a certain number of measures aimed at increasing female representation in the DG (A grades and management) and ensuring professional satisfaction (C grades). The Plan also asks for a change of working culture in order to achieve the best possible balance between professional and personal life for both men and women in our DG.</p> <p>To complete and improve the information specifically devoted to women entrepreneurs that is available in the Enterprise Directorate-General webpage.</p> <p>To continue the co-operation with the network WES (European Network to Promote Women's Entrepreneurship)</p>	<p>Study on "Examination and Evaluation of Good Practices in the Promotion of Female Entrepreneurship" – Official presentation of results during a European Forum to be organised in Brussels in March 2003.</p> <p>Dissemination of the results of the Study, namely the Publication on Good Practices, the Female Entrepreneurship Database and the Evaluation Guide, among EU Member States and Candidate Countries. Future actions will be focussed in the exchange and exploitation of Good Practices in order to contribute to the creation of a more favourable environment leading to increase the rate of new business creation by women as well as to contribute to the growth of women-led businesses.</p>

## DG Competition

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	

## DG Employment and Social Affairs

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Pursue gender mainstreaming of the <b>European Employment Strategy</b>, both in terms of policy-making and monitoring instruments. In 2001 an evaluation of the impact of this Strategy was launched. It was finalised in 2002 and included a Eurobarometer survey on how gender mainstreaming has been implemented in national employment policy since the launch of the Strategy in 1997. DG Employment is currently reflecting on ways for following up the results of the evaluation, including on equal opportunities. Work launched in 2002 on improving indicators on gender equality on the labour market will continue in 2003, in the context of the general review of indicators underpinning the EES.</p>	<p>Following the results of the impact evaluation of the <b>European Employment Strategy</b> finalised in 2002, the structure and contents of the Employment Guidelines will be revised in 2003, with implications for gender mainstreaming.</p> <p><b>Social Inclusion</b></p> <ul style="list-style-type: none"> <li>- develop the gender dimension of the common indicators, including specific indicators</li> <li>- discuss with the Social Protection Committee how to give more visibility to best practices on gender mainstreaming in the context of the 2003 NAPs Incl, following a Council request ( 8 October 2002)</li> </ul>

<p><b>In social inclusion strategy:</b></p> <p>Assessment of the gender dimension of the second NAPs Incl in the identification of challenges, the policy design, implementation and evaluation, in setting targets, in involving stakeholders.</p> <p>Gender issues taken into account in the selection and monitoring of projects co-financed under the Community Action Programme to combat Poverty and social exclusion.</p> <p>Select good practices of gender mainstreaming in the peer review initiatives.</p> <p><b>In the Pension process</b></p> <p>- development of indicators desegregated by sex.</p> <p>Continuation of gender mainstreaming into the <b>European Social Fund</b> activities:</p> <p>On the basis of the Communication on gender mainstreaming in the Structural Funds, include of gender equality and gender mainstreaming in the mid-term review of the Funds and in the discussion of the future of the Structural Funds and the ESF after 2006</p> <p>Further training on gender issues in the Structural Funds. A seminar on "Gender and the Structural Funds" will be launched in 2003, as a follow-up to the seminar organized in 2002.</p> <p>Enhancing <b>information on Social Fund and EQUAL activities targeted at women</b>, while ensuring that in the general information the gender perspective is duly reflected. Integration of a gender perspective regarding the fight of other types of discrimination in the <b>EQUAL initiative</b>.</p> <p>Continuation of the two ISG sub-groups on gender mainstreaming in the Structural Funds (in co-operation with DG REGIO) and gender in external relations (in co-operation with DG DEV).</p>	<p><b>Social protection</b></p> <p>Study the gender gaps in relation with employment and measures developed for reconciliation between work and family life and draft corresponding recommendations.</p> <p>Mainstream a gender perspective in the healthcare and care for the elderly (Goteborg conclusions)</p> <p><b>Health and safety at work</b></p> <p>Awareness raising through a technical seminar of the gender sensitivity of health and safety provisions based on a study conducted by the European Agency in Bilbao.</p> <p><b>Gender mainstreaming in the ESF</b></p> <p>Launching of a network of Member States' officials in charge of gender mainstreaming in the Structural Funds (in co-operation with DG REGIO)</p> <p>Dissemination and follow-up of the Commission Communication on gender mainstreaming in the Structural Funds</p> <p>Monitoring the implementation of a gender perspective in the ESF mid-term evaluation and mid-term review</p> <p>Dissemination and follow-up of best practices in the implementation of gender mainstreaming in the ESF, creation of a website (in co-operation with DG REGIO)</p> <p>Integrate a gender perspective in <b>information society</b> activities, particularly through a Conference in May 2003 on Gender in the Information Society.</p>
---	---

<p><b>Anti-discrimination</b></p> <p>Dissemination of the Eurobarometer survey prepared within the framework of the Anti-discrimination Action Programme which is desegregated gender.</p> <p>Integrate a gender perspective in the <b>enlargement related activities</b> of DG EMPL, and inclusion of gender issues in the Structural Funds seminars with the Candidate Countries (to be continued in 2002).</p> <p><b>Training module on gender mainstreaming</b> in the general EMPL training programme for new staff members; gender mainstreaming training modules for management staff (either general or policy specific).</p>	<p><b>Industrial relations</b></p> <p>Announce the 100 best companies and select the winner of the Gender Equality prize.</p> <p>Mainstream gender equality in the social dialogue (at the institutional level in the social dialogue committee and in the context of the social partner's contribution).</p> <p>Support the activities of the European social partners to promote gender equality, foreseen in their joint work programme 2003-5.</p>
<p align="center"><b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b></p>	
<p>Continue to promote positive actions for women and men (e.g. tackle gender segregation in sectors and occupations, the gender pay gap and promote the reconciliation of work and family life) in the context of the European Employment Strategy.</p> <p>Continue <b>specific actions for women in EQUAL</b> initiative and in the <b>European Social Fund</b>.</p> <p>Implementation of the <b>programme relating to the framework strategy</b> with the priority theme in 2003 of "Women in decision making".</p>	

## DG Agriculture

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Continue the mainstreaming of a gender equality perspective into the Structural Fund activities, according to Council Regulation 1260/1999.</p> <p>Follow-up of the STAR Committee indicators for the Rural Development Programmes with points concerning gender equality.</p> <p><b>Statistical information</b></p> <p>Continue collection of data on women in agriculture and rural areas, inclusive on the candidate countries of Eastern Europe.</p> <p><b>Priorities in the Leader + programmes</b></p> <p>All approved Leader+ programmes contain a specific reference to the participation of women. Women are considered in the Communication on Leader + as a targeted category. This should increase the number of projects either presented by women organisations or aimed to improve the economical or social context where women live and work.</p> <p>Follow-up from a gender perspective of Leader+ implementation.</p> <p>Participation of DG AGRI in the activities of the inter-service group on structural funds especially in the follow-up to the Communication on "Gender in the Structural Funds".</p>	<p><b>Improve mainstreaming in the rural development programmes</b></p> <p>Objectives: state of art of the structural funds contribution and rural development to gender equality.</p> <p>Raise awareness of the managers of the funds at national, regional and local level to the importance of women participation. Positive contribution to the development of rural areas and areas lagging behind.</p> <p>Participation in eventual international events related to rural development and gender equality of special interest for the Commission.</p> <p>Monitoring the implementation of a gender perspective in the DG AGRI mid-term evaluation and mid-term review.</p>
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	

## DG Energy and Transport

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
	<p><b>Breakdown by gender the transport statistics, in particular on:</b></p> <ul style="list-style-type: none"> <li>- passenger transport</li> <li>- employment in the transport sector</li> <li>- expenditure</li> <li>- safety (traffic accidents involving personal injury)</li> <li>- motorization (number of passenger cars per inhabitant).</li> </ul>

## DG Environment

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p><b>Training</b></p> <p>As a follow up of the training session on Gender Mainstreaming at co-ordinators level, preparation of training at Directors/Heads of Unit level.</p> <p><b>Studies</b></p> <p>Gender impact study in relation to waste management, with a view to following up the results of such study in the context of developing guidelines for Member State waste management planning.</p> <p>Launching a second study for gender mainstreaming in the field of the Water Framework Directive.</p> <p><b>Implementation</b></p> <p>Implementation of Commission Decision 00/407/EC of 19 June 2000 to improve the gender balance in the Commission's committees and expert groups (target of 40% women's participation).</p> <p>Mainstream a gender perspective into all activities related to human health and employment.</p>	<p><b>Training</b></p> <p>Evaluation and standardisation of training in Gender Mainstreaming and implementation in existing training modules.</p> <p><b>Studies</b></p> <p>Gender impact study to assess whether the Water Framework Directive and its Implementation Strategy may impact differently on men and women. Integration of a gender perspective into the policies.</p> <p><b>Implementation</b></p> <p>Monitoring of the Implementation of Commission Decision 00/407/EC of 19 June 2000 to improve the gender balance in the Commission's committees and expert groups.</p> <p>Gender impact assessment in the evaluation and selection of project proposals (for instance LIFE programme).</p> <p>Ensure the taking into account in environmental policies of specific women's needs and perspectives (access to information, impact of pollution on human health, sustainable development of the urban environment, etc).</p>
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	
<p>Gender impact study: gender data in waste management industry.</p>	<p>Development of indicators on participation of women in environmental projects/activities.</p>

## DG Research

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>As stated in the legal documents relating to FP6 (the Sixth Framework programme<sup>1</sup>, the Specific Programmes<sup>2</sup> and the Rules for Participation<sup>3</sup>), activities under this framework programme should strive to increase the role of women in research.</p> <p>Each Network of Excellence and Integrated Project<sup>4</sup> is required to design an action plan to promote gender equality. The gender issue will be appraised during the evaluation process.</p> <p>The target of 40% participation of women in all assemblies, evaluation and monitoring panels will be maintained. Furthermore in the call addressed to research institutions to submit lists of independent experts for evaluation tasks under the 2002-2006 research framework programme, it is clearly recommended to these institutions to ensure a balanced participation of women and men in the lists.</p> <p>For FP6, the Commission will introduce a remote evaluation system. This could indirectly increase women participation as for family reason women are reluctant to stay away from home for a long while.</p> <p><b>Collection of sex disaggregated data</b></p> <p>Monitoring progress towards gender equity in science through Main science and Technology indicators /Eurostat and OECD</p> <p>Dissemination of data in various publications, in particular the forthcoming European Report on Science and Technology Indicators.</p> <p>Sex-disaggregated statistics on external advisory groups, programme committees, 5 years assessment panels, monitoring panels and evaluation panels. We are currently trying to collect sex-disaggregated statistics on co-ordinators and partners for FP5 proposals and contracts. Under FP6 this activity will be followed systematically.</p>	<p>Create a strategic database with all relevant information for all institutions and organisations participating in EC projects under FP6.</p>
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	
<p>Monitoring progress towards gender equity in science with the Helsinki group on Women and Science</p>	<p><b>Establishing a European platform of women scientists:</b> A feasibility study will be launched in autumn 2002 in order to prepare the creation of the Platform that will bring together existing networks</p>



**Women and Science indicators:** In partnership with a group of national experts, the Women and Science unit is in the process of defining a system of Women and Science indicators. These will be a political tool to promote and monitor Women and Science at institutional, national and international level. Final results will be available during 2003.

**Mobilising women scientists in the private sector:** The private sector accounts for 60% of European research. It is a source for innovation and represents a wide spectrum of scientific activity. An expert group is analysing the situation in different branches of research, identifying career patterns and examples of best practice. The results will be published in December 2002 in a report containing recommendations for further work and enhanced dialogue with this sector.

<sup>1</sup> J.O. L232, 29.08.2002

<sup>2</sup> (COM(2002)43, 30.01.2002

<sup>3</sup> (COM(2001)822-C5-0017/2002 – 2001/0202 (COD), (COM(2001)823-C5-0236/2002 – 2001/0327 (CNS)

<sup>4</sup> New instruments through which the 6<sup>th</sup> FP will be implemented

<sup>5</sup> Group focusing on women and science, composed of civil servants and gender experts from Member States + 15 countries associated with the Fifth Framework Programme (1998-2002) (Bulgaria, Cyprus, Czech Republic, Estonia, Hungary, Iceland, Israel, Latvia, Lithuania, Malta, Norway, Poland, Romania, Slovenia, Slovakia)

of women scientists and organisations committed to gender equality in scientific research. It is expected that the Platform will be launched in 2003.

**Promoting gender equality in science in Central and Eastern European countries and the Baltic States:**

The situation facing women scientists in Central and Eastern European countries and the Baltic States will be examined by a group of experts, whose findings and recommendations will be published in the form of a report. This work will help to improve understanding of country-specific situations, to provide women scientists with tools for approaching policy makers, and to promote gender equality in the broader “accession” context.

## Joint Research Centre

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Gender mainstreaming JRC activities in support of ERA initiative.</p> <p>Gender mainstreaming in the JRC specific programme under FWP VI in collaboration with DG RTD.</p> <p>Follow up of the implementation of gender balance within the Committees and expert groups (40% target women's participation) including selection, promotion and scientific committees.</p> <p>Maintaining the gender balance within grantholders (40% target on women's participation).</p> <p>Assessment of gender indicators in the context of JRC Taskforce on benchmarking.</p>	<p>Participation in external gender &amp; science related activities and conferences</p> <ul style="list-style-type: none"> <li>- JRC information day in accessing/Member States</li> <li>- workshop on scientific excellence in collaboration with the European University Institute in Florence</li> </ul>
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	
<p>Issue of third " Gender Perspective in the JRC's report.</p> <p>Internal awareness raising within selected channels and events (general and institute level meetings, conferences).</p>	<p>Establishment of On-line database of female scientists in the JRC.</p> <p>Assessing effectiveness of tools that promote in JRC a family-friendly equal opportunities working environment (part-time survey, maternity leave replacement and teleworking).</p> <p>Issuing report on results of JRC selection and promotion procedures.</p>

## DG Information Society

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
The objectives of the Safer Internet Action Plan (combatting illegal and harmful content) are supported by women's organisations	Continued in eSafe, the follow-up to Safer Internet Action Plan
The main objective of eContent is to facilitate access for all to the Internet by making digital content available for all.	Since 2001 eContent contributes to a gender balanced use of the Internet.
Continued gender mainstreaming in the 5FP legacy projects	Integrate gender mainstreaming in the new IST programme under the 6 <sup>th</sup> FP
Continued promotion of gender balance in all DG INFOSO Committees and Expert groups	Ex ante assessment of gender in 5FP

(target = 40% of women's participation)	
Continued effort to have more female (external) project evaluators and project co-ordinators	Analysis of how main telecom players can bring down gender barriers in their domain
Sustained awareness raising of gender issues during DG INFSO conferences	Nomination of a gender responsible for each of the DG INFSO main areas (e-Europe, Telecoms, IST, e-content/Internet Action Plan)
	Include gender in monitoring exercises for main DG INFSO domains
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	
eContent and Safer Internet Action Plan have achieved 40% participation of women in projects, meetings, evaluation and review panels. This will be maintained.	Ongoing

## DG Fisheries

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Continue the mainstreaming of a gender equality perspective into the Structural Fund activities, according to Council Regulation 1260/1999 of 21 June 1999.</p> <p>Council Regulation N.2792/1999 laying down detailed rules and arrangements regarding community structural assistance in the fisheries sector, took into account gender mainstreaming arguments.</p> <p><b>Study/Statistical information</b></p> <p>Analysis of the findings of the study "The Role of Women in the fisheries sector in the 15 Member States".</p> <p>Purpose: to address two interlinked community priorities: promotion of social and economic cohesion, particularly through lessening the development differentials between regions, promotion of equal opportunities and rights for men and women; in other words, gender mainstreaming in fisheries development.</p> <p>The key areas covered include: employment data, including gender differentials, for each main discrete occupation within the fisheries sector, legal and social status, organisational, concerning how women are organised within the industry, what formal support systems there are, and how education serves women, socio-cultural constraints, economic, mainly concerning the respective earnings for various fisheries occupations, and particularly gender related earnings discount and economic alternatives.</p> <p><b>Improve mainstreaming in Common Fisheries Policies programming</b></p> <p>Raise awareness of the managers of the funds at national, regional and local level to the importance of women's participation. Positive contribution to the development of coastal areas and areas lagging behind.</p>	<p><b>Action plan to counter the social, economic and regional impact of the CFP Reform</b></p> <p>A better recognition and enhancement of women's role in the fisheries sector and in the promotion of sustainable coastal development is necessary. The action plan foresees to give a particular attention regarding professional training within the fisheries sector for the benefit of women involved or wishing to become involved in accounting or management activities (e.g. management, marketing, retailing, business planning, accountancy and bookkeeping, employment regulations and taxation, safety at sea, environment and resource management, etc). Support could also be directed to women wishing to bring greater added value to the production (e.g. quality control, modern processing, legal and regulatory provisions regarding health, etc). Finally, support could be provided to women wishing to become involved in alternative economic activities whether compatible with continuous involvement in the fisheries sector, or not.</p> <p><b>Innovative Actions in the fisheries sector- 2003</b></p> <p>One of the topics in the call for proposal is:</p> <p>Developing the role of women in the fishing industry and as partners in the fishing dependent areas.</p> <p><b>Conference</b></p> <p>A Conference on the role of women in the fisheries sector is being organised by the Commission in Brussels January 23-24, in order to exchange experiences, good practises, and identify benchmark initiatives to be promoted.</p>

## DG Internal Market

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>(1) Giving the public the option to submit to the Commission problems stemming from poor application of Community rules to do with the respect for gender equality.</p> <p>(2) Providing the public with information on the Community rules relating to respect for gender equality.</p> <p>(3) Collection of statistical information relevant to gender issues.</p> <p><u>Through the following initiatives:</u></p> <p>The <b>Dialogue with citizens</b> site provides the general public with a range of <u>guides</u> and practical national fact sheets on the rights and opportunities conferred by the Union; there is an identical site for the business community.</p> <p>The <b>citizens signpost service</b>, improved in 2002, comprises a team of legal staff who give an answer within three working days to any query from members of the public concerning the exercise of their rights.</p> <p><b>SOLVIT</b> is a new network (July 2002) designed to bring a solution within 10 weeks to any <u>problem</u> referred by a member of the public or by a company in order to head off possible legal proceedings.</p> <p>The consultation and feedback instruments of the <b>Interactive Policy Making Initiative</b> provide gender desegregated data: The IPM — knowledgebase allow DG MARKT to implement, if necessary, concrete actions designed to improve the situation of women in society and to monitor existing policies and the impacts on gender. Furthermore the structured IPM on-line consultations allow DG MARKT to distinguish results, — if necessary — by gender and to draw conclusions about subsequent actions.</p>	<p>Mention, in the calls for tenders and calls for expression of interest, the Commission's commitment to gender equality.</p> <p>With regard to the training of new officials, consider the introduction of a "tutoring" system whereby each new recruit could be directly and practically informed of the major thrusts of Community policies, particularly as regards the integration of the gender equality dimension by an experienced member of his/her unit.</p> <p>(With regard to committees, while the participation of women can continue to be encouraged, the selection criterion obviously remains primarily based on competence).</p>

## DG Regional Policy

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Where necessary, raising Member States' awareness of the point of including specific 'equality' measures, indicators and selection criteria for projects taking this dimension into consideration. Analysis, from the point of view of the way equality is taken into account, in the CSF and SPD follow-up committees.</p> <p>Continuation of the ISG sub-group on gender mainstreaming in the Structural Funds (in co-operation with DG EMPL)</p>	<p>Consideration of the equal opportunities dimension during the mid-term review of programmes and SPDs.</p> <p>Launching of a network of Member States officials in charge of gender mainstreaming in the Structural Funds (in co-operation with DG EMPL)</p>
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	
<p>As a follow-up, awareness-raising activities will be organised in the Member States: technical assistance credits will be made available under the programmes to organise meetings and seminars to disseminate the best practices highlighted, to inform women of moves to remove barriers to equality, and to set up networks for the exchange of information and experiences.</p>	<p>Monitoring of the results of studies on the programming documents for Objective 1 and 2 with regard to the equality dimension. The DG will make recommendations to the various Member States.</p> <p>DG REGIO will ensure that good practices are disseminated and monitored.</p> <p>Inclusion of a body representing women at European level in the annual meeting with the social and economic partners.</p>

## DG Taxation and Customs Union

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>The evaluation department of DG TAXUD is looking at the feasibility of integrating the equal opportunities dimension into the ex-post evaluations of the Fiscalis and Customs 2003 programmes.</p> <p>It will also ensure that this dimension is integrated whenever the evaluation framework for a new programme is being organised.</p>	

## DG Education and Culture

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p><b>Lifelong Learning Policy development</b></p> <p>- The Communication <b>on Making a European Area of Lifelong Learning a Reality</b> published in November 2001, endorsed by the Council resolution in May 2002, will be the overarching framework for policy-making in education and training from 2002 onwards. In the document, equality of opportunity – in a wider sense than <b>gender equality – is one of the fundamental principles underpinning the concept of lifelong learning.</b> Among the objectives, the gender dimension in increasing access to and participation in lifelong learning and especially in in-enterprise training are key factors.</p> <p>- The work programme for the <b>Report on the Concrete Future Objectives of the Education and Training Systems in Europe</b> as accepted by the Education Council and the Commission in 2002 includes gender mainstreaming as a special field of action.</p> <p>These two documents are the basis for the further development of Education and Training Policies in Europe. The ministers of education have asked the Commission to integrate the visions developed in the communication on Making a European Area of Lifelong Learning a Reality in the Objectives Report.</p>	<p><b>Lifelong Learning Policy development</b></p> <p>In 2003 17 European networks of <b>Learning Cities and Regions</b> will start, which have been selected in 2002 under a special call for proposals. The selection process showed that the local level is a very gender sensitive and an adequate level for giving women with little mobility (due to caring responsibilities, elderly or with disabilities) a second chance for participation in lifelong learning.</p> <p>A Communication <b>on Investment in Human Resources</b> will be published in 2003, which will also integrates explicitly the gender view.</p> <p>In the context of the work programme for the Educational Objectives Report <b>European Women's organisations</b> dealing with learning have been invited to send experts to the 8 working groups.</p> <p><b>Indicators and examples of good practice</b> for the different objectives in the Educational Objectives Report will be tested in the working groups for their contribution to gender mainstreaming.</p>

<p><b>SOCRATES II</b></p> <p>The Socrates programme will continue to have the gender issue as one of its transversal criteria, applicable throughout its eight actions. - in particular within the framework of its Action Plan for Equal opportunities 2001-2002.</p> <p>Report on the contact seminar on 29-30 November 2002 in Budapest, presenting the results and recommendations (of which gender indicators), of the study on the evaluation of the gender issue in the first phase of the Socrates programme to the Commission, National Agencies and Ministries of Education in charge of the management of the programme.</p> <p>The Grundtvig action will continue to support several special multiannual projects and networks dealing with gender mainstreaming in adult education.</p> <p>EC/UNESCO cooperation within the CONFINTEA project (GRUNDTVIG action) which has integrated the gender dimension into adult education in the pan-European regions (Sofia seminar in November 2002).</p>	<p><b>SOCRATES II</b></p> <p>Continuity of the actions implemented under the Equal Opportunities Action Plan 2001-2002, the evaluation and visibility of which (ad hoc websites) will be ensured by further development of the current programme in 2003.</p> <p>The recommendations of the study of the evaluation of the gender dimension in Socrates I will be implemented by the Commission and the national agencies, particularly for the selection, evaluation and dissemination of projects or good practices and for the training of project promoters.</p> <p>The Socrates-Grundtvig action has integrated information about EU gendermainstreaming policies in the introduction seminars for European adult education project coordinators: to develop in 2003.</p> <p>Dissemination of the declaration of the CONFINTEA Conference on the integrated gender approach in adult education.</p>
<p><b>LEONARDO: II</b></p> <p>The Leonardo da Vinci will continue to have the gender issue, alongside issues relating to those who are at a disadvantage (learning, labour market), as one of its transversal criteria, applicable throughout its five measures.</p>	<p><b>LEONARDO II</b></p> <p>In the new call for proposals for the Leonardo da Vinci programme, <i>no specific priority</i> is set on gender equality, however, the following statement is published:</p> <p>“For each of these priorities, the Commission will pay particular attention to proposals which aim to develop new approaches to lifelong learning; the transnational dimension of the implementation of the employment guidelines, <b>with a special emphasis on equal opportunities</b>, and the development of generic skills aimed at the new technologies and the environment.”</p> <p>This general mention will allow to have gender equality as an additional quality criterion for the assessment of proposals.</p> <p>- In the <b>CEDEFOP</b> work programme for 2003 it is specifically mentioned that one of the priority of the centre will be “to expand participation in study visit (a part of the Mobility measure of the Leonardo da Vinci programme managed directly by CEDEFOP) for underrepresented and prioritised target groups, <b>including in the interest of equal opportunities between women and men</b>”.</p>



<p><b>YOUTH</b></p> <p>Maintain a balanced participation in the programme in most actions, including in Action 5 - Support measures (cooperation, partnerships, training, information and studies).</p>	<p><b>YOUTH</b></p> <p>Efforts:</p> <ul style="list-style-type: none"> <li>- firstly, to fulfil the general commitments of DG EAC for 2003 with regard to evaluation, statistics and the quest for specific indicators, dissemination, awareness raising and training,</li> <li>- secondly, to find specific targeted actions (e.g. under Action 5), undertake a more thorough analysis in order to improve the implementation of the integrated approach (Objective 5 of the framework strategy in particular) in order to raise awareness among young people with regard to stereotypes and the traditional male/female roles,</li> <li>- in relation to the following specific engagements not fulfilled in 2002: Mainstream a gender equality perspective in the <b>YOUTH</b> programme (examination of the possibility of building for instance on the European Women Lobby (EWL) project for young women) and breakdown by gender the evaluation of the participation and results of all projects.</li> </ul>
<p><b>CULTURE 2000</b> and <b>MEDIA Plus</b> programmes</p> <p>Continued support for specific projects relating to gender equality.</p>	<p><b>CULTURE 2000</b> and <b>MEDIA Plus</b> programmes</p> <p>Efforts will be made to:</p> <ul style="list-style-type: none"> <li>- firstly, achieve the general objectives of DG EAC with regard to the integrated approach for gender equality,</li> <li>- and secondly, to fulfil the specific commitments not yet achieved under the 2002 work programme and seek out ad hoc actions.</li> </ul> <p>Integrate in the <b>Culture 2000, MEDIA and other support programmes</b> a gender equality perspective, in particular by</p> <ul style="list-style-type: none"> <li>- adding in the conditions for Community support that proposals which do not comply with the Community's objective to promote gender equality (Article 2 and Article 3(2) EC Treaty) are not eligible for grants and other support,</li> <li>- paying attention to a gender balanced participation in the projects and among their beneficiaries, starting with a gender breakdown of the data on the supported projects and activities,</li> <li>- promoting a non-stereotypical image of women and men in the supported productions and activities and following Council Resolution of 5 October 1995 on the image of women and men portrayed in advertising and the media.</li> </ul>

<p><b>VISITS sector:</b></p> <p>Further recruitment of external speakers following the call for applications from external speakers published in the Official Journal C 145 of 17/5/2001, taking account of the gender dimension.</p>	<p><b>VISITS sector:</b></p> <p>More systematic information for the visitors on the integrated approach to gender equality in all programmes and actions.</p> <p>A third of the applicants recruited up to now have been women. This call for applications is open until May 2004.</p>
<p><b>LIBRARIES</b></p>	<p><b>LIBRARIES</b></p> <p>Efforts to better identify in the catalogues or using search engines, the works which develop the gender impact aspect or which have a bearing on the Commission's framework strategy — in conjunction with the Commission's library network.</p> <p>When purchasing, select works on the Commission's policy or works of general interest on the subject, or steer readers to other sources.</p>
<p><b>PERSONNEL POLICY</b></p> <p>Continuation and further development of actions undertaken partly in 2002. Raising awareness among the personnel</p>	<p><b>PERSONNEL POLICY</b></p> <p>Pursue the objectives not attained in 2002: adoption of an equal opportunities action plan at DG level.</p>

<p><b>INFORMATION/COMMUNICATION</b></p> <p>1. Continue in 2003 to ensure a balanced M/F representation (photos, quotes, situations) in our publications (e.g. Le Magazine, Internet) or illustrated material (posters, leaflets). Pursue the objective of raising awareness among Commission staff as to EGA issues in the context of communication.</p> <p>Ensure that our publications and their illustrations depart from gender-based role distribution.</p> <p>2. Further recruitment of (permanent or trainee) staff in the Communication unit, ensuring respect for the principle of gender balance and equality.</p> <p>Consideration of the gender dimension at stands and fairs, as 60% of our visitors are female.</p>	<p><b>INFORMATION/COMMUNICATION</b></p> <p>When restructuring the EAC website, expand the ad hoc gender equality site to give prominence to projects which take account of gender equality in the various programmes and actions in education and culture.</p> <p>Le Magazine will, irrespective of the subject area, incorporate a gender equality aspect. This is obviously not always explicit and labelled as such but in any event should be effective in terms of images, quotes and points made. If a problem or solution specific to the gender equality aspect had to be stressed in one of the subjects dealt with, it would be.</p> <p>We are a pilot unit with regard to experience of teleworking, and one male and one female member of our unit are taking part in this exercise.</p> <p>In each thematic brochure, give more systematic visibility to the gender impact either by inserting a specific paragraph or by drafting thematic texts or publications by programme or action.</p> <p>Publish a thematic brochure on the gender equality aspect in education and culture.</p> <p>Training and awareness raising among journalists with regard to the integrated approach/Commission framework strategy in this area.</p> <p>Evaluation: analyse EAC publications from the point of view of gender impact in terms of quality.</p>
<p align="center"><b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b></p>	

<p><b>SPORT</b></p> <p>Further development of sport and gender equality actions, with the emphasis on improving awareness.</p> <p>The gender dimension will continue to be considered in all the Unit's actions horizontally (selection, final report, evaluation) and also in DG EAC's call for proposals No 33/02 launched in July 2002 on "Preparatory actions for a Community policy in the area of sport" and essentially given over to the fight against doping and the promoting of the values of sport among young people (e.g. "action sport, school and Olympic values in Europe": implementation of the recommendations of the final report, also stressing the need for consideration of gender equality).</p> <p>Article 7 of the selection criteria for this call for proposals stipulates that "The Commission particularly welcomes projects that take into account ... gender equality".</p>	<p><b>SPORT:</b></p> <p>Improve the situation in the general commitments of the integrated approach, partly or not achieved in 2002 (evaluation, statistics, indicators, awareness-raising, training) in sports-related actions — particularly for preparatory actions for 2004, the European Year of Education through Sport.</p> <p>From the political standpoint, messages from Mrs Reding on the consideration of the gender dimension in sport.</p> <p>With regard to the content <b>of the antidoping projects</b>, there are generally speaking few projects which have a specifically gender-related approach. This is a constant feature of the effort to fight against doping. The matter of the relevance of an approach specifically based on equal opportunities may arise. The impact of a differentiated approach stemming from male/female identity considerations should be examined in order to fight against this scourge.</p>
<p><b>VOCATIONAL GUIDANCE AND NON-TYPICAL PROFESSIONS</b></p> <p>Continuation of the action partly pursued in 2002 concerning the aim of gender desegregating the labour market, actions shall be taken for vocational and academic orientation and guidance to promote gender "untypical" professional and study choices.</p> <p>Continuation of the working party Maths, sciences and technologies and scientific education (MST).</p> <p>The work pursued by the MST group of experts includes a substantial effort on the "gender" issue, which is explicitly mentioned in all the indicators proposed and to which one of the key questions of Objective 1.4 is devoted (Objectives report) "Increasing recruitment to scientific and technical studies".</p>	<p><b>VOCATIONAL GUIDANCE AND NON-TYPICAL PROFESSIONS</b></p> <p>Many of the tangible and detailed proposals of the five working parties for preparing a joint EAC-RTD action plan take up the matter of gender/women/girls in their approach. Some actions on sciences are entirely devoted to women. Moreover the five EAC-RTD working parties have also secured the participation of the representatives of the "Women and science" department of DG RTD.</p> <p>An effort will be made to make women and girls more aware of the new technologies (NIT), particularly through Minerva/Socrates or Comenius/Socrates or through Leonardo da Vinci or other relevant programmes or actions (eLearning, Future concrete objectives of education systems, Lifelong learning) so that account can be taken of this new culture.</p>

## DG Health and Consumer Protection

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p><b>Consumer protection</b></p> <p>Concern for consumer's health and safety and economic welfare applies equally to both men and women. While specific measures to reduce inequality between men and women may not be obvious, there are aspects though that raise equality issues. For example the greater part of transactions (in terms of number, if not value) are carried out by women. Women also tend to be more present among lower income groups. Consumer policy in its totality will therefore tend to reduce inequality between men and women.</p> <p><b>Health</b></p> <p>The implementation and evaluation of the <b>programme of Community action in the field of public health</b> (2002-2007) includes ensuring a breakdown of health information by gender. In the new Public Health Programme, Reproductive Health is proposed to be included, in respect to addressing teenage pregnancy issues, high-risk pregnancies and family planning.</p>	
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	
<p><b>Health</b></p> <p>Support measures on life-style related health determinants, integrating gender specific strategies <b>under programme of Community action in the field of public health</b> (2002-2007) and the other programmes.</p> <p>There are projects in the existing health programmes which address specifically women's health issues, such as cancer screening projects and osteoporosis projects</p>	

## DG Justice and Home Affairs

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure</b> <b>(gender mainstreaming)</b>	
<p>Adoption by the Council of the <b>Directive on minimum standards on procedures in Member States for granting and withdrawing refugee status</b> (COM (2002) 326 ) with a specific paragraph targeted towards vulnerable persons.</p> <p>Adoption of the modified proposal for a <b>Directive on the right to family reunification</b>, COM (2000) 225, including the specific provision concerns victims of domestic violence.</p> <p><b>Gender mainstreaming</b> the implementation of the Council Decision establishing a European <b>Refugee Fund</b> (2000/596/EC of 28.9.2000) – Article 4(2)</p> <p>Adoption of the proposal for a Council <b>Directive on reception conditions of asylum seekers</b>, including several provisions addressing the specific needs of women or groups of women (such as pregnant women or women subject, in their country of origin, to substantial legal gender related discrimination) in relation to their accommodation, security and health care, COM(2001) 181 of 3.4.2001.</p> <p>Adoption of the Proposal for a Council <b>Directive laying down minimum standards for the qualification and status of third country nationals and stateless persons as refugees</b> , in accordance with the 1951 Convention relating to the status of refugees and the 1967 protocol, or as persons who otherwise need international protection, COM(2001) 510 of 12.9.2001, including provisions which reflect the specific needs and position of refugee women.</p> <p>Adoption of the Proposal for a Council Directive <b>on short-term residence permit for victims of action to facilitate illegal immigration or trafficking</b> in human being who cooperate with the competent authorities. (COM(2002) 71 of 11.02.2002), which addresses the issue of trafficking in women and girls.</p>	
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area</b> <b>(specific actions)</b>	
<p>Continuation of the implementation of the <b>DAPHNE</b> Programme (2000-2003), the objective of which is the fight against violence against children, young people and women.</p>	<p>Adoption by the Commission of a decision setting up an <b>experts group on trafficking in human beings</b> (if not adopted by the end of 2002). The experts group shall be set up further to the Brussels Declaration, which recommends such a measure.</p>

<p>Launching a new DAPHNE Programme (2004 onwards), with the objective to fight against violence against children, young people and women.</p> <p>In 2003 the STOP II Programme as well as other EU finance programmes under Title VI TEU will be replaced by the framework programme on police and judicial cooperation in criminal matters (AGIS), which was already adopted by the Council on 22 July 2002. The AGIS Programme has been established for the period from 2003 until the end of 2007. During this period - as far as in line with the annual work programmes - projects on trafficking in human beings (in practice often aimed at the support of female victims and the prevention of trafficking crimes offending women) can be co-funded under the AGIS Programme.</p> <p>In the framework of the European Forum on Prevention on Organised Crime further (about 3) <b>workshops on trafficking in human beings</b> are planned for 2003. They will focus on specific recommendations of the Bruxelles Declaration which is the final outcome of the <i>European Conference on Preventing and Combating Trafficking in Human Beings – Global Challenge for the 21<sup>st</sup> Century</i>. The Bruxelles Declaration aims at further developing European and international co-operation as well as establishing concrete measures, standards, best practices and mechanisms to prevent and combat trafficking in human beings. The Bruxelles Declaration as well as the workshops have a broad approach to trafficking, not only women, also men and, in particular, numerous boys are among victims of trafficking human beings for the purposes of sexual exploitation and of the exploitation of another person's labour or services. Nevertheless, the number of trafficking cases for sexual exploitation involving women and girls as victims still dominates this type of crime. Therefore, the Bruxelles Declaration recommends various measures that specifically aim at a better protection of women and girls.</p>	<p>The group shall examine the recommendations of the Brussels Declaration in more detail and submit a report to the Commission with a view to further proposals at EU level.</p> <p>The Brussels Declaration recommends various measures that specifically aim at a better protection of women, that have to be examined by the experts group.</p> <p>A <b>gender training</b> will be organised on 16/01/2003 targeted at the middle management level in DG JAI and focused on “gender mainstreaming”. The objective is to make middle managers familiar with this policy strategy. Three main questions should be dealt with: 1) why mainstreaming, 2) what is mainstreaming and 3) how to mainstream (tools)? The training will be tailored as much as possible to the specific policies and competencies of DG JAI, therefore the two trainers (Prof. Susanne BAER and Dr. Mieke VERLOO) come to visit the DG already on 02/12/2002 to conduct some preparatory interviews and collect policy information.</p> <p>The <b>internal DG JAI Network of Gender contact persons</b> will be reactivated and extended to consider the possibilities to mainstream policy areas that have not been gender mainstreamed before.</p>
--	--

## DG External Relations

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<ul style="list-style-type: none"> <li>• Gender perspective included in the country strategy papers as a horizontal issue</li> <li>• Continue and deepen the gender equality aspect of the <b>Euro-Mediterranean Partnership</b> (Barcelona Process) with particular attention to equal participation of women and men and their respective civil society organisations in the Process</li> <li>• Ensure that the <b>human rights clause</b> in bilateral trade and co-operation agreements with third countries, including association agreements such as the Europe agreements, is invoked in the case of flagrant violations of women's human rights.</li> <li>• Play an active role in promoting the gender dimension of economic and political transition in our participation in the PRSP processes in the NIS.</li> <li>• In implementing the "<b>European Initiative for Democracy and Human Rights</b>" the Commission will ensure the promotion of gender equality through 'mainstreaming' it as cross-cutting issue in all projects. (see Communication on the EU's role in promoting human rights and democratisation in third countries COM(2001) 252 final)</li> </ul>	<ul style="list-style-type: none"> <li>• Organise in each of the Commission's representations <b>staff training and awareness-raising</b> on the Community's gender equality policy, in particular on Article 3 par. 2 EC Treaty</li> <li>• <b>Nomination</b> of a focal point in charge of gender equality issues for the different Directorates.</li> <li>• Establish - following the example of DG DEV - a <b>network of desk officers in charge of gender equality issues</b> in all country desks. Organise a training and awareness-raising session for the network members.</li> <li>• <b>Further consideration to be given to gender mainstreaming</b> in the Regional and Country Strategy Papers, along with other horizontal issues, as part of the planned mid-term review process.</li> <li>• Organise, together with the other external relations DGs and services, a <b>conference on gender equality dimension in the international relations</b> of the EU.</li> </ul>
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	
<ul style="list-style-type: none"> <li>• Implementation of the project "<b>Arganier</b>" in <b>Morocco</b> (M€ 6 – approved by the MED Committee on 26-09-02); the specific objective of the project being the improvement of the working and living conditions of the women involved in the exploitation of the argan oil in view of their integration in the economic life in the region.</li> <li>• Issues of particular importance from a gender perspective positively pursued in both political dialogue and our cooperation with the NIS. Tacis programme continues to fund projects aimed <b>at strengthening the position of women</b> (e.g. through projects on reproductive health and the Democracy programme for the Caucasus).</li> <li>• Given its importance in the region, measures to <b>combat trafficking in women and children</b> are given special attention and taken up in our dialogue with partner countries both at national level and regional level. Assistance include</li> </ul>	<ul style="list-style-type: none"> <li>• Preparation by AIDCO of the <b>regional project "Equal opportunities for women"</b> (M€ 5 – Regional Indicative Programme 2004)</li> <li>• Under the Tacis Regional Strategy Programme and Indicative Programme 2004-2006, <b>anti-trafficking programmes</b> are planned for Belarus, Ukraine, Moldova and some countries of Central Asia.</li> </ul>



funding for preventative measures (such as information initiatives) and the return, rehabilitation and reintegration of victims.	
--	--

**DG Trade**

<b>On-going activities to be continued in 2003</b>	<b>New activities and initiatives to be launched in 2003</b>
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>The <b>Sustainable Impact Assessment (SIA)</b> study uses a core group of sustainability indicators and measures the impact that trade agreement proposals may have on these different aspects of sustainable development. Gender equality is one of the nine indicators. DG TRADE has launched a methodological study to refine the SIA phase I methodology, the gender issue will be tackled since one of the main goal of the third phase is to improve the social part of the study.</p> <p>Sustainable Impact Assessment of <b>EU-MERCOSUR negotiations</b>: impacts on gender equality will be assessed and if necessary, special measures will be proposed to mitigate negative impacts on it.</p> <p>Continue to involve <b>women's NGOs</b> in the Trade <b>Policy dialogue with civil society</b>.</p>	<p>Organisation of a <b>meeting on gender and trade</b>.</p>

## DG Development

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Implement <b>Regulation</b> (EC) No <b>2836/98</b> on integrating of gender issues in development co-operation, under which the Community shall provide <b>financial assistance</b> and <b>technical expertise</b> to support the <b>mainstreaming of the gender perspective into all its development co-operation policies and interventions</b>. The financial base, budget line B7-622, for the implementation of this Regulation for the period <b>1999 to 2003</b> is <b>€ 25 million</b>.</p> <p>Implement the Programme of Action for the mainstreaming of gender equality in Community Development Co-operation (COM(2001)295 final)</p> <p>The following three objectives need to be pursued:</p> <ul style="list-style-type: none"> <li>- analysing and integrating gender in the six priority areas for EC development co-operation activities</li> <li>- mainstreaming gender within projects or programmes designed at country or regional level, and</li> <li>- building the EC's internal gender capacity, tools and methods.</li> </ul> <p>Systematically mainstream <b>gender in the Country Strategy Papers</b> as a horizontal issue.</p> <p>Run internal gender training seminars for HoU and desk officers within RELEX DGs, TRADE and ECHO.</p> <p>Continue the co-ordination role of DG DEV on gender in external relations. Meetings between RELEX DGs approx 4/year. Once a year on Director's level.</p> <p>Continue Member States Co-operation through formal Member States expert meetings as well as informal meetings on specific themes of joint interest.</p> <p>Continue contacts with the European NGOs on a more structured bases around e.g. the link between gender and trade and development issues.</p>	<p>Make a follow-up of the latest prepared and approved CSPs to assess if improvements have taken place since the assessment of Nov 2001 in regard to what extent gender has been mainstreamed in the documents. To revise the Programming Guidelines for mainstreaming gender in the CSPs. Revise the Regulation (EC) No 2836/98 to be adopted by the Commission in March 2003 covering the years 2004-2009.</p> <p>Prepare a Brochure on Key Gender Mainstreaming Activities undertaken by the EU for dissemination at conferences and public events.</p> <p>Create a Gender Web-site on EC and Member States gender activities with links to international organisations' gender mainstreaming programmes. To develop an Accountability Matrix to clarify roles and responsibilities in relation to implementation of PoA and act as catalyst for proper accountability and improved performance in regard to mainstreaming gender.</p> <p>Create an informal network within DG DEV based on the six priority areas of competence. Organise a Member States Gender Expert Meeting in May 2003, including more informal meetings initiated by the Commission or the Member States.</p> <p>Have regular, approx 2/year, consultations with European NGOs on current themes related to the six priority areas of development co-operation.</p> <p>Continue the co-ordinating role of DG DEV on gender in external relations.</p> <p>Continue internal gender training seminars for RELEX DGs, TRADE and ECHO (while awaiting the extensive training programme to be launched by AIDCO).</p>

## DG Enlargement

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Monitor the transposition, implementation and effective enforcement of the <b>Community acquis in gender equality matters</b> in the candidate countries through the various instruments of the pre-accession strategy and - in the framework of the public administration reforms - the <b>creation of the necessary institutions</b> to enforce it.</p>	<p>Organise in each of the <b>Commission's representations</b>, in the <b>Phare and Tacis Information Centre</b> and the <b>TAIEX office staff training and awareness-raising</b> on the Community's gender equality policy, in particular on Article 3(2) EC Treaty.</p> <p>Ensure in the <b>programming of the Phare activities</b> that in the national plans a gender equality perspective is inserted (both regarding the beneficiaries, priorities chosen and participation in the decision-making).</p> <p>Gender mainstream the Special Accession Programme for Agriculture and Rural Development (<b>SAPARD</b>).</p> <p>Horizontal programmes :</p> <ul style="list-style-type: none"> <li>- promote the use of the <b>TWINNING programme</b> for the building of gender equality institutions and the capacity of implementing the gender equality acquis.</li> <li>- promote the use of the <b>Small Projects Funds (SPFs)</b> supporting small scale "people to people" and projects involving local actors from the border regions for activities involving women and promoting gender equality activities.</li> </ul> <p>Monitor the level of participation of women in the accession preparation programmes (both as beneficiaries and in the decision-making process)</p> <p>Emphasise in the justice and home affairs negotiations the need to fight trafficking of human beings.</p>

## EuropeAid - Co-operation Office

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
	<p><b>Development of tools (a manual and a training programme) to incorporate gender quality in development programmes.</b></p> <p>In order to help strengthen the capacity of and expertise of EC staff with regard to gender and to thus enable genuine integration of gender equality in development cooperation, it is planned to draft a manual on incorporating gender-related issues in development programmes and to organise a campaign of awareness raising and training activities for those responsible for external aid within the Commission and in the developing countries. The manual will be the basis of the training method and will be available to EC staff and the various partners involved (public structures, private structures, governmental and non-governmental) involved in the planning, implementation, following up and evaluation of development programmes. The manual will be used to channel the Commission guidelines on gender-related matters, which can thus be incorporated into the cycle of projects and programmes funded by the Commission or the EDF.</p> <p><b>NGO-run projects to incorporate gender equality in development cooperation.</b></p> <p>A call for proposals will be launched in 2003 for the selection of projects to strengthen gender equality in development cooperation. A sum of EUR 950 000 has been earmarked for this action.</p>
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	
Management of projects specifically targeted to women.	

## ECHO - Humanitarian Aid Office

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>ECHO will continue the efforts to mainstream gender issues in humanitarian assistance. This includes integrating a gender perspective both in the design and in the implementation of humanitarian projects.</p> <p>The purpose of integrating gender aspects in humanitarian assistance is to better understand the different needs and capacities of women and men and consequently, to maximise the impact of the humanitarian assistance delivered to both women and men.</p>	<p>It will be examined whether ECHO's implementing partners (NGOs) should be obliged to include gender disaggregated data in the ex-post reporting to ECHO.</p> <p>The initiative will be implemented in the context of ECHO's new Framework Partnership Agreement (FPA) with NGOs, which is expected to be finalised during the first half of 2003 on the basis of the newly adopted Financial Regulation and its implementing rules (which will enter into force on January 1<sup>st</sup>, 2003).</p> <p>ECHO will integrate gender mainstreaming in the training curriculum for desk officers. Furthermore, ECHO actively participates in the new inter-service sub group on gender in external relations in view of further promoting overall coordination on the issue.</p>
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	
<p>ECHO will continue to fund targeted humanitarian projects that address the special needs of women, where relevant.</p> <p>ECHO will continue supporting advocacy and awareness-raising activities in relation to gender-related violations of human rights in armed conflict situations.</p>	<p>On the basis of the gender-disaggregated data, ECHO will consider conducting gender impact assessments of selected humanitarian operations.</p>

## Eurostat

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Continue the collection of gender disaggregated statistical data on individuals.</p> <p>Participate in the development of gender indicators in different policy areas.</p> <p>Develop indicators and collect data on child care and care for other dependants.</p>	<p>Work on a publication of results from the Time Use Surveys.</p> <p>Start the implementation of a database for Time Use Survey data</p> <p>Develop the ad hoc module "Reconciliation between work and family life" for Labour Force Survey 2005 in co-operation with DG EMPL and the MS.</p> <p>Revise the definition and statistical sources for the Gender Pay Gap</p>

## DG Personnel and Administration

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Mainstream equal opportunities in all the Commission's policies and actions, including policy documents under the Reform process.</p> <p>Special conference to celebrate International Women's Day on 8<sup>th</sup> March.</p> <p>Organisation of gender-specific training, awareness-raising and information, in particular at decision-making level and in Commission Delegations, and the introduction of gender issues as a regular element of other management training.</p> <p>Development of new 4<sup>th</sup> Action Programme for Equal Opportunities for Women and Men in the European Commission, based on an internal analysis of 3<sup>rd</sup> Action Programme, on the recommendations of external consultants and on the Reform process Consultative Document on Equal Opportunities.</p> <p>Implementation of the non-legislative gender aspects of the global package for the reform of personnel policy in relation to Equal Opportunities, e.g., protection of the dignity of the person in the workplace; improving the gender balance; balanced representation; professional training; use of gender-neutral terminology.</p>	<p>Launch of information actions and initiatives in Directorates-General to ensure awareness of and implementation of the non-legislative measures in the Consultative Document on Equal Opportunities.</p> <p>Adopt a revised code of conduct in relation to sexual harassment.</p> <p>Organise a conference with representatives of national public services (exchange of good practices)</p>
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	
<p>Monitoring the achievement of targets set in 2002 for the recruitment of women to Category A posts and the appointment of women to middle and senior management posts, for both the operating and research budgets, and the publication of the results.</p>	<p>Implementation of measures proposed in the Consultative Document on Equal Opportunities in favour of the under-represented sex or to prevent or compensate for disadvantages, e.g., improving the gender balance; balanced representation.</p> <p>Establish targets, for both the operating and research budgets, for the recruitment of women to Category A posts and the appointment of women to middle and senior management posts in 2003. Monitor progress in the achievement of those targets and publish the results.</p>

## DG Budget

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
	<p>Insert in all <b>standard forms for calls for proposals and for expression of interest</b> a reference to the gender equality policy of the Community and that women are particularly encouraged to submit proposals / expressions of interest or to be involved in their submission. Wording such as "The European Community has the task to promote equality between women and men and shall aim in all its activities to eliminate gender inequalities (Articles 2 and 3 of the EC Treaty). In this context, women are particularly encouraged to either submit proposals or to be involved in their submission."</p> <p>Insert for the auditing criteria for grants and service contracts a sector on the sex of the project promoter or project leader of service provider.</p>

## DG Financial Control

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
Lay particular emphasis on respect of the principle of equal opportunities and gender balance in the <i>ex ante</i> financial control of Community expenditure under programmes and initiatives relating to equal opportunities.	

## Internal Audit Service

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
The IAS has no policy mandate. However it operates a policy of equal opportunities and non-discrimination in its own staff management, paying particular attention to family friendly measures, which contribute in a concrete manner to redressing the balance in working conditions in favour of women.	

## European Anti-Fraud Office

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>The OLAF will be careful to maintain working conditions which allow occupational life and family life to be reconciled, in particular:</p> <ul style="list-style-type: none"> <li>- by allowing staff flexible working hours as a function of family constraints;</li> <li>- by avoiding whenever possible organising internal meetings outside normal working hours.</li> </ul> <p>The OLAF will continue to urge its partners in the Member States to encourage a genuinely balanced presence of men and women in the committees organised by the Office.</p>	<p>The OLAF will be careful to recruit a proportion of women equal to their rate of success (27.78%) in relation to the total number of successful candidates.</p> <p>The OLAF will ensure a more balanced presence in the composition of the future competition or selection boards.</p>

## Joint Interpreting and Conference Service

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
<p>Gender balance in recruitment, selection and management appointments;</p> <p>Breakdown of statistics by gender (personnel per category, per grade, per unit, per unit and status ; personnel working part-time).</p>	<p>To put in place a system of statistics covering all activities of the service (recruitment of officials, selection of auxiliary conference interpreters, nominations, promotions, participation in training) and to develop indicators for the assessment of progress in gender equality;</p> <p>Staff training and awareness-raising of the personnel in issues of equal opportunities and gender mainstreaming;</p> <p>To repeat/emphasise Commission's dedication to gender equality in all contacts and correspondence within the SCIC programmes of assistance to universities and students of interpretation in the EU and the applicant countries;</p> <p>To achieve gender balance in panels for selections, tests, competitions, nominations.</p>



## Translation Service

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
Follow-up on the feminisation of job titles, functions, grades and professional titles.	Develop in co-operation with the relevant services <b>guidelines for gender neutral terminology</b> for the drafting and <b>revising</b> of Commission texts and for applying it in the <b>codification</b> exercise.
<b>Measures providing for specific advantages in favour of the under-represented sex or to prevent or compensate for disadvantages of one sex in a policy area (specific actions)</b>	
Gender balance in recruitment and middle management appointments.	Extend this gender-balanced approach to trainees, from the present 15 Member States as well as from CEEC.

## Publications Office

On-going activities to be continued in 2003	New activities and initiatives to be launched in 2003
<b>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</b>	
	<p>When drafting documents in the context of its own daily administration, the Publications Office will pay attention to ensuring that these contain gender-neutral language.</p> <p>All operational activities of the Publications Office on behalf of its institutional clients are specifically excluded from this, because the gender orientation of language is the sole responsibility of the author services.</p>