



COMMISSION OF THE EUROPEAN COMMUNITIES

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97/0151 (SYN)

Proposal for a  
COUNCIL REGULATION (EC)  
ON  
**INTEGRATING GENDER ISSUES IN DEVELOPMENT CO-OPERATION**

(presented by the Commission)

## EXPLANATORY MEMORANDUM

The proposed regulation on integrating gender issues in development co-operation (budget line B7-611) seeks to improve the effectiveness and sustainability of Community development co-operation through facilitating the integration of proper attention to gender issues in the development process.

Gender issues refer to the different roles, responsibilities and opportunities of women and men in different cultures and societies. These differences are increasingly recognised internationally as having vital implications for development. Women make a crucially important economic and social contribution in developing countries, but their potential is severely limited by structural obstacles. These obstacles include persistent and severe disparities between women and men in nutrition, literacy, education, access to economic opportunities and control over decision-making, and they act as a brake on the development of society as a whole. Redressing gender disparities and the empowerment of women are therefore now considered as crucial priorities for development in terms of aid effectiveness, as well as of social justice and respect for human rights.

Development interventions have in the past failed to address these issues effectively. In particular, they have often failed to take accurate account of the varied economic and social roles carried out by women in project areas, designing projects on the basis of an incomplete picture of reality and without participation from those most concerned. Such an approach reduces the effectiveness and the chances of success at policy, programme and project level.

The actions to be taken under this Regulation come within the framework of Article 130u of the Treaty on European Union, which identifies sustainable social and economic development as a priority for Community development co-operation. They also refer particularly to Article 130u's emphasis on the protection of human rights and on the fight against poverty.

These actions also form part of the Community's follow-up to its commitments under the Nairobi Forward-Looking Strategies (1985) and at the IV UN World Conference on Women (Beijing, 1995). The Community was a full participant at the Conference and is bound by the Beijing Declaration and Platform for Action. The Council Resolution on integrating gender issues in development co-operation noted that its guidelines translated into the field of development co-operation the political commitments undertaken at Beijing. This draft is also consistent with the gender mainstreaming strategy defined by the Commission's Communication on Mainstreaming (COM (96) 67) and the inter-service working paper on mainstreaming a gender and equal opportunities perspective into all Community policies, of 12 February 1997.

The role of the Community under this budget line is accordingly to take the necessary measures to:

- ensure the full and effective integration of gender issues in its development co-operation, at policy, programme and project levels

- facilitate well-targeted, strategic and large-scale initiatives within Community development co-operation to reduce gender disparities in developing countries.
- support sensitisation and capacity-building on gender issues within developing countries.

This budget line is not intended to finance operational projects in favour of women. Such an approach would risk marginalising the importance of this issue, could not have an effect on the scale required, and would have little impact on the quality and effectiveness of mainstream development activities. On the contrary, the function of the budget line is strategic and catalytic, seeking to include both the integration of gender issues, and, where appropriate, large scale special interventions to reduce differentials between women and men, within the mainstream of the Community's development co-operation. This accords with the "mainstreaming" approach favoured by the Resolution and by the Beijing Platform.

To achieve this, more emphasis needs to be given to integrating the gender dimension into macro-economic decision-making and into the formulation and implementation of sectoral policies and programmes.

The range of actions envisaged includes the following:

- provision of high-quality technical advice on gender integration in Community development policies and strategies
  - provision of high-quality technical advice on gender integration in Community programmes and projects during the stages of design, preparation, implementation, monitoring and evaluation
  - preparation and development of methodologies, procedures, manuals and guidelines to support the integration of gender issues within Community development co-operation
  - research and studies to identify and map gender issues in a geographical or sectoral context
  - training and sensitisation activities aimed at key decision-makers within Community-funded development and within counterparts in developing countries
  - actions in support of co-ordination between the Commission and the Member-States to improve the integration of gender issues in development co-operation
  - thematic monitoring and evaluations
  - projects to build up the institutional and operational capacities of developing countries on gender issues
  - reinforcing the catalytic role of national machineries responsible for gender and for women in developing countries
  - encouraging and supporting partner countries in the revision of existing policy, administrative and legal frameworks in a gender-sensitive way
  - support to the formulation, follow-up and monitoring of national plans in developing countries designed to implement the Beijing Platform for Action
  - support to the networking and institutional capacities of NGOs and civil society in developing countries to press effectively for government action to implement their commitments under the Beijing Platform, and to develop their own programmes to complement government efforts.

A specific strategy will be developed for each region in order to tailor activities as much as possible to immediate regional priorities.

At the end of every budget year, the Commission will submit a report to the Parliament and the Council, setting out the activities undertaken and evaluating their results.

The scale and importance of Community activities in the field of development co-operation necessitate initiatives by the Community to ensure its implementation of its commitments at Beijing, complementary to those undertaken by Member States.

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**Proposal for a  
COUNCIL REGULATION (EC)  
on  
INTEGRATING GENDER ISSUES IN DEVELOPMENT CO-OPERATION**

**THE COUNCIL OF THE EUROPEAN UNION,**

**Having regard to the Treaty establishing the European Community, and in particular Article 130w thereof,**

**Having regard to the proposal from the Commission,**

**Acting in accordance with the procedure referred to in Article 189c of the Treaty,**

- (1) Whereas the importance of women's economic and social roles in developing countries has led to increasing international recognition that their full participation without discrimination is indispensable for sustainable and effective development,
- (2) Whereas their contribution to development is presently achieved in the face of formidable obstacles specific to women, which limit the outcome of their work and reduce the benefits to society as a whole,
- (3) Whereas these obstacles include persistent and severe disparities between women and men in access to basic services, control over economic resources and access to decision-making;
- (4) Whereas development interventions have frequently failed to adequately address the differences between women's and men's situations, roles, opportunities, and priorities, thereby reducing their overall success,
- (5) Whereas redressing gender disparities and the empowerment of women are crucial for social justice, human empowerment and the effectiveness of development efforts,
- (6) Whereas development co-operation must encourage the necessary accompanying changes in attitudes, structures and mechanisms at political, economic, legal, community and household level,
- (7) Whereas it is now recognised that though specific efforts to enhance the role of women in development remain as necessary as ever, the focus must widen to encompass both men's and women's roles, responsibilities, needs, access to resources and decision-making, and the inter-relationship between them, known as gender issues
- (8) Whereas development effectiveness requires that interventions should systematically integrate gender analysis in the conception, design, implementation and evaluation of all development policies and interventions,
- (9) Whereas the foregoing analysis is set out in more detail in the Commission's Communication to the Council and the European Parliament on integrating gender issues in development co-operation of 18th September 1995<sup>1</sup>, and was endorsed by the Council in its Resolution described below,

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<sup>1</sup> COM (95) 423

- (10) Whereas the Council in a series of Conclusions from 1982 to 93 has stressed the importance it attaches to women's role in development,
- (11) Whereas the Community and its Member States were signatories to the Nairobi Forward-Looking Strategies in 1985 and to the Declaration and Platform for Action of the Fourth World Conference on Women at Beijing in 1995, which stressed the need for action against worldwide obstacles to gender equality and to ensure that a gender perspective is reflected in all policies and programmes,
- (12) Whereas the UN Declaration on the Elimination of all forms of Discrimination against Women (1979) considers discrimination against women as an obstacle to development which parties agree to eliminate using all appropriate means, and the UN Declaration on the Right to Development (1986) emphasises the right of all persons to participate in and contribute to development and the need to undertake effective measures to ensure that women have an active role in the development process,
- (13) Whereas the European Parliament has emphasised in numerous Resolutions, and particularly in its Resolution of 14 May 1992<sup>2</sup> on the situation of women in developing countries and its Resolution of the 15th June 1995 on the fourth World Conference on Women in Beijing<sup>3</sup>, the need to integrate proper attention to women's roles and priorities in Community development co-operation and to take adequate measures to ensure active implementation of the conclusions of the Beijing Conference,
- (14) Whereas the resolution of the Council and the Representatives of the Governments of the Member States of 20 December 1995 endorses the Commission's Communication on the same subject, requires the full integration of gender issues in development co-operation and coordination between the Commission and Member States in this field, and sets out guidelines which also translate into the field of development co-operation the political commitments undertaken at Beijing,
- (15) Whereas this approach is further endorsed by the resolution of the Council and the member states on human and social development of 22 November 1996,
- (16) Whereas the recognised importance of these issues to development effectiveness makes it appropriate to envisage specific activities aimed at ensuring adequate attention to gender issues across the mainstream of Community financial instruments, which should increasingly assume responsibility for these key questions,

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<sup>2</sup> A3-0146/92

<sup>3</sup> A4-0142/95

- (17) Whereas the most effective approach is considered to be strategic and precisely targeted sensitisation initiatives capable of achieving a substantial multiplier effect, rather than the funding of small-scale operational projects,
- (18) Whereas the scale and importance of Community activities in the field of development co-operation necessitate initiatives by the Community to ensure its implementation of its commitments at Beijing, complementary to those undertaken by Member States,
- (19) Whereas measures need to be taken to finance the activities covered by this Regulation,
- (20) Whereas detailed rules for implementation, and in particular the form of action, the recipients of the aid and the decision-making procedures should be laid down,

HAS ADOPTED THIS REGULATION:

#### Article 1

1. The Community shall provide financial assistance and technical expertise to support the effective integration of a gender perspective in the mainstream of its development co-operation policies and interventions.

2. The assistance provided pursuant to this Regulation shall complement and reinforce assistance provided pursuant to other instruments of development co-operation with a view to taking fully into account gender considerations in Community policies and interventions.



3. For the purposes of this Regulation "gender" means the different and interrelated roles, responsibilities and opportunities of women and men relative to development, which are culturally specific and socially constructed, and can change over time, inter alia as a result of policy interventions.

## Article 2

1. The following are the central objectives of activities to be carried out pursuant to this Regulation:

(a) To support the mainstreaming of gender analysis and the adoption of a gender-sensitive approach in the conception, design and implementation of Community development policies and interventions at macro, meso and micro level, as well as in their monitoring and evaluation.

(b) To support and facilitate the inclusion of actions addressing major gender disparities and on an appropriately large scale in the mainstream of Community development interventions

(c) To develop and promote endogenous public and private capacities *in* developing countries which can take the responsibility and initiative for mainstreaming the gender dimension in the development effort.

2. Activities eligible for financing include, in particular:

- provision of technical advice and support on the integration of gender issues in development interventions, in particular at macro and sectoral level
- research and other activities aimed at including gender implications in analyses, policies, country and sector strategies
- schemes to build up the institutional and operational capacities of developing countries on gender issues at national, regional and local level
- supporting the collection and dissemination of key data desegregated by sex,
- development of methodologies, guidelines, manuals, procedures, indicators and other operational instruments seeking to improve the integration of gender issues in development activities
- thematic monitoring and evaluations
- training and sensitisation of key decision makers,
- support to the formulation, follow-up and monitoring of national plans in developing countries designed to implement the Platform for Action of the Beijing Conference

- providing resources and technical assistance to developing countries in measuring and valuing unpaid work for inclusion in GNP or for reflection in parallel satellite accounts, as appropriate and in conformity with the UN System of National Accounts (SNA) 1993,
- actions within the framework of co-ordination with Member States on integrating gender issues in development co-operation

3. Particular attention will be given to emerging areas for sensitising development co-operation to gender issues, including emergency operations and crisis prevention, human rights and democratisation, macro-economic analysis, sexual and reproductive health and rights.

### Article 3

Beneficiaries of activities carried out under this Regulation may include public authorities and government agencies, decentralised departments, regional bodies, universities and research centres, traditional and local communities, trade unions, co-operatives, non-governmental organisations and associations representing local people, particularly women.

Particular attention will be given to endogenous structures that can play a role in strengthening local capacities with respect to gender.

### Article 4

1. The instruments to be employed in the course of the activities referred to in Article 2 shall include studies, technical assistance, education, training or other services, supplies and works, as well as audits and evaluation and monitoring missions.

2. Community financing may cover both investment, with the exception of the purchase of real estate, and, since the project must, if possible, aim at medium-term viability, recurring expenditure (including administrative, maintenance and operating expenditure).

However, with the exception of training, education and research programmes, operating costs may normally be covered only during the start-up phase and on a gradually decreasing basis.

3. A contribution from the partners defined in Article 3 shall be sought from beneficiaries. Their contribution shall be requested according to their means and the nature of the operation concerned.

4. Opportunities may be sought for cofinancing with other donors, especially with Member States and the international organizations concerned.
5. The necessary measures shall be taken to emphasize the Community character of the aid provided pursuant to this Regulation.
6. In order to attain the objectives of consistency and complementarity laid down in the Treaty and with the aim of guaranteeing optimum efficiency for the totality of these operations, the Commission may take all coordination measures necessary, including in particular:
  - (a) the establishment of a system for the systematic exchange and analysis of information on operations financed or being considered for financing by the Community and the Member States;
  - (b) on-the-spot coordination of these operations by means of regular meetings and exchanges of information between the representatives of the Commission and Member States in the beneficiary countries.
7. In order to obtain the greatest possible impact globally and nationally, the Commission, in liaison with the Member States, shall take any initiative necessary for ensuring proper coordination and close collaboration with the beneficiary countries and the providers of funds and other international agencies involved, in particular those forming part of the United Nations system.

#### Article 5

Financial support pursuant to this Regulation shall take the form of grants.

## Article 6

1. The Commission shall be responsible for appraising, deciding and administering operations covered by this Regulation according to the budgetary and other procedures in force, and in particular those laid down in the Financial Regulation applicable to the general budget of the European Communities.
2. Decisions relating to grants of more than ECU 2 million for individual operations financed pursuant to this Regulation shall be adopted under the procedure laid down in Article 7.
3. The Commission shall be authorized to approve, without seeking the opinion of the Committee referred to in Article 7, any extra commitments needed for covering any expected or real cost overruns in connection with the operations, provided that the overrun or additional requirement is less than or equal to 20% of the initial commitment fixed by the financing decision.
4. All financing agreements or contracts concluded pursuant to this Regulation shall provide for the Commission and the Court of Auditors to conduct on-the-spot checks according to the usual procedures laid down by the Commission under the rules in force, in particular those of the Financial Regulation applicable to the general budget of the European Communities.
5. Where operations are the subject of financing agreements between the Community and the recipient country, such agreements shall stipulate that the payment of taxes, duties or any other charges is not to be covered by the Community.
6. Participation in invitations to tender and the award of contracts shall be open on equal terms to all natural and legal persons of the Member States and of the recipient countries. It may be extended to other developing countries.
7. Supplies shall originate in the Member States, the recipient country or other developing countries. In exceptional cases, where circumstances warrant, supplies may originate elsewhere.
8. Particular attention will be given to:
  - the pursuit of cost-effectiveness and sustainable impact in project design,
  - the clear definition and monitoring of objectives and indicators of achievement for all projects.

## Article 7

1. The Commission shall be assisted by an advisory committee made up of representatives from the Member states and chaired by a representative of the Commission:

-in the case of African, Caribbean and Pacific countries, the EDF Committee set up by Article 21 of Internal Agreement 91/401/EEC on the financing and administration of Community aid under the fourth Lomé Convention, adopted on 16 July 1990 by the representatives of the Member States meeting within the Council,

-in the case of the Mediterranean countries, the MED Committee set up by Article 6 of Council Regulation (EEC) No 1762/92 (1) of 29 June 1992,

-in the case of the Asian and Latin American countries, the ALA Committee set up by Article 15 of Council Regulation (EEC) No 443/92 (2) of 25 February 1992.

2. The representative of the Commission shall submit to the Committee a draft of the measures to be taken. The Committee shall deliver its opinion on the draft within a time limit which the chairman may lay down according to the urgency of the matter, if necessary by taking a vote.

The opinion shall be recorded in the minutes; in addition each Member State shall have the right to ask to have its position recorded in the minutes.

The Commission shall take the utmost account of the opinion delivered by the Committee. It shall inform the Committee of the manner in which its opinion has been taken into account.

## Article 8

An exchange of views shall take place once a year on the basis of a presentation by the representative of the Commission of the general guidelines for the operations to be carried out in the year ahead, in the framework of a joint meeting of the Committees referred to in Article 7(1).

## Article 9

1. After each budget year, the Commission shall submit an annual report to the European Parliament and the Council giving an account of the activities financed under this Regulation relative to integrating gender issues in Community development co-operation and of their outcome, together with:

- a summary of other operations financed under this Regulation in the course of that year
- a list of the projects indicating the names of the implementing partners and the percentage of the operational cost financed by the Community
- an evaluation, complete with figures, of the implementation of this Regulation over that period.

2. The Commission shall regularly assess operations financed by the Community with a view to establishing whether the objectives aimed at by those operations have been achieved and to providing guidelines for improving the effectiveness of future operations. The Commission shall submit to the Committee referred to in Article 7 a summary of the assessments made which, if appropriate, may be examined by the Committee. The assessment reports shall be available to any Member States requesting them.

3. **The financing guide indicating guidelines and criteria for project selection shall be published and distributed among interested parties by the Commission's services, including its delegations in the recipient countries.**

## Article 10

This Regulation shall enter into force on the third day following that of its publication in the Official Journal of the European Communities.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at . . .

**For the Council**

**The President**

## FINANCIAL STATEMENT

### Item B7-611 : Women's role in development

1. Title of operation

Integrating gender issues in development cooperation. (It would be advisable to propose that, in the next preliminary draft budget, the budget item should be replaced by the title "Item B7-611: Integrating gender issues in development cooperation", in line with the name of the operation.)

2. Budget heading involved

B7-611

3. Legal basis

Proposal for a Council regulation on integrating gender issues in development cooperation

4. Description of operation

4.1 General objective

This budget heading is intended to finance schemes to integrate gender issues, and promote full and equal participation by women, in the development process. This objective fits into the context of promoting sustainable economic and social development in the developing countries and involves launching new methods and policies, with a knock-on effect upon all the development cooperation financed by the Community.

As pointed out on a number of occasions by the Council and Parliament, the integration of gender issues in the development process is recognized as essential. This means promoting the participation of women and recognizing their active role as full partners in all development activities, from design to evaluation (mainstreaming).

The Commission, as a full participant in the IVth World Conference on Women (Beijing, 1995), must ensure that the results of this Conference are followed up and implemented in the context of its own development cooperation, in accordance with the Resolution of 20 December 1995.

This objective and the implementation of the Resolution of 20 December 1995 require closer coordination with the Member States in accordance with Articles 130u, 130x, and 130y of the Treaty on European Union.

Within the context of the OECD Development Aid Committee (DAC), the Commission has been invited to take part in a number of studies on the application of the guidelines laid down by the DAC on the participation of women in development.

The types of action planned are described below.

- Operations to inform and sensitize decision-makers and administrators of the development programmes financed by the Community, at headquarters and in the developing countries (training courses, instruction manuals, appropriate technical assistance, research and studies).
- Operations to promote the integration of gender issues in the design, programming, financing, execution, monitoring and/or evaluation of the projects and programmes financed by the Community in the developing countries.
- Strategic operations to inform and raise awareness among those involved in the governmental and regional decision-making process in the developing countries so that greater account is taken of women's requirements in the development process.
- Operations as part of coordination with the Member States on gender issues.
- Operations to include schemes aimed at reducing gender-based disparities in the developing countries in the mainstream of projects and programmes financed by the Community.

#### 4.2 Period covered and arrangements for renewal.

The policy is for an indefinite period. Individual schemes are for a year and can be renewed until adoption of this regulation.

#### 5. Classification of expenditure/revenue

Non-compulsory expenditure/ Differentiated appropriations.



6. Type of expenditure/revenue

Grant of up to 100 % of the costs. However:

- systematic efforts are made to seek a contribution from the project beneficiaries;
- opportunities for cofinancing are sought with the Member States and multilateral, regional or other organizations.

7. Financial impact

7.1 Method of calculating cost of operation:

The main expenditure is made up of the remuneration and travel costs of experts highly specialized in gender and development who have to visit the developing countries to work with the administrations, EC Delegations and project staff in order to integrate gender analysis.

In addition there is expenditure resulting from the cost of training or information sessions for EC personnel and/or decision-makers in the developing countries who are responsible for development projects/programmes, the aim being to increase their ability to take account of the roles and requirements of men and women and to include this dimension throughout the project cycle.

There are also the costs of studies, training manuals, research and bulletins/reports which are intended to inform staff of the specific requirements and priorities of women in the ALA/MED and ACP countries.

There is further expenditure linked with thematic and follow-up studies which may be requested in the context of closer coordination with the Member States and the OECD/DAC, and the costs of strategic schemes and projects to raise the awareness of decision-makers in the developing countries so that greater account is taken of women's specific requirements.

7.2 Itemized breakdown of cost

Equal distribution between eligible geographical regions is sought, and this may vary according to demand and/or priority.

BREAKDOWN	1997	1998
Technical assistance	1.6	1.6
Training	0.8	0.8
Projects	2.0	2.0
Research	0.6	0.6
	5.0	5.0

### 7.3 Indicative schedule by theme in 1997

THEMES	%
Development of methodologies and instruments	10
Mainstreaming in project cycle	20
Mainstreaming in policies and strategies	20
Sectoral and/or geographical research/studies	10
Sensitization of decision-makers in the developing countries	20
Capacity-building in the developing countries	20

### 7.4 Indicative schedule of commitment appropriations (ECU million)

	1997	PDB 1998
B7 - 611	5	5

## 8. Fraud prevention measures

Technical checks by Commission officials, assisted by independent experts.

The Commission, prior to payment, checks the grants and the receipt of services and preparatory studies, feasibility studies and evaluation reports requested, taking into account contractual obligations and applying recognized principles of economics and sound financial/general management.

Fraud prevention measures (audits, submission of reports, etc.) are included in all agreements or contracts concluded between the Commission and payment recipients.

## 9. Elements of cost-effectiveness analysis

### 9.1 Specific and quantified objectives; target population

- Specific objectives :

This action ties in more generally with the objective of sustainable development, the role of women being essential as a key economic, political and social factor.

To give support to government organizations and Community institutions in taking decisions on the integration of gender issues in development cooperation policies and programmes. This support takes the form of strategic guidelines, methodologies and working instruments, the provision of high-level technical assistance, training and awareness-raising schemes, at headquarters and in the Delegations and for the local partners in the developing countries, support for particularly strategic operations, notably those intended to strengthen capacity in the developing countries for integrating gender issues in development.

- Target population

In order to create multiplier effects, the two target groups chosen are designers and administrators of development policies and programmes in the developing countries and within the Commission itself.

In addition to these target groups, all women and local populations in the developing countries are targeted.

## 9.2 Grounds for the operation

- Need for Community financial aid.

A new aspect of development aid which could improve the quality and viability of all Community development cooperation is being taken into consideration. In view of the lack of experience available in the approach to gender issues, we have to concentrate our efforts on this type of operation.

Budget heading B7-6110 (ex B7-5051 and B7-5052) was established in 1992 at the initiative of the European Parliament, which, like the Council in many conclusions and recently in the Resolution of 20 January 1995, has pointed to the need to integrate women and development issues in development cooperation. The Resolution specifically stresses the need to earmark sufficient funding for a strategic, catalytic approach, with the drawing-up of policies and methodologies, training, research, monitoring and evaluation.

In acting upon "The run-up to 2000" and the Resolution of 20 December 1995, the Community is also required to improve coordination between the Community and the Member States in integrating gender issues in development. This budget heading is also intended to step up the degree to which operations financed by the Community dovetail with, and complement, those financed by the Member States.

It is therefore necessary to have an appropriate financial instrument to enable the Commission to conduct the proposed operations. That is the reason for this budget heading, which, with an amount of ECU 5 million for 1997, is not intended to finance operational development projects for women, since larger amounts are needed

to promote their cause (principle of mainstreaming), in accordance with the Resolution of 20 December 1995.

By choosing to target operations on capacity-building for project/policy designers and administrators, the highest possible multiplier effect is sought.

\* Advantages over possible alternatives

Strategic awareness-raising schemes, aimed at integrating gender issues into the mainstream of development, are regarded as more effective than a plethora of small-scale microprojects for women, which are often very limited in their impact.

\* Explanatory reference to similar Community or national operations

Certain Member States have a very active policy in this sphere, but a major commitment by the Commission should act as an incentive for the other Member States or suppliers of funds.

The Community, for its part, must act to ensure that the operations which it finances are of good quality and will provide sufficient return, and take the utmost possible account of gender issues as they affect development as a whole.

### 9.3 Monitoring and evaluation of the operation

Monitoring and evaluation indicators are selected and applied in the case of each operation.

Under the terms of the Council Resolution of 20 December 1995, the results obtained will be evaluated and presented to the Council every two years (first presentation: November 1997).

A study was commissioned in 1996 on the implementation of the Council Resolution, and in particular: 1) the effects of the training of decision-makers (Commission and local); 2) the introduction of gender analysis into the project cycle; 3) an increase in the number of projects/programmes which include a gender approach.

The study identified five priorities for implementing the Resolution:

- training in gender analysis and gender planning for decision-makers and planners;
  - the development of instruments and methodologies for gender mainstreaming at macro and sectoral levels;
  - monitoring of the mainstreaming of gender issues in the design and implementation of strategies for different countries;
  - wider involvement of staff in the promotion and monitoring of the mainstreaming of gender issues;
  - greater coordination with the Member States in certain pilot countries.
- The priorities identified for the budget heading reflect these indications.

#### 9.4 Coherence with financial programming

- Is the operation incorporated in the DG's financial programming for the relevant years?

Yes

- To which broader objective defined in the DG's financial programming does the objective of the proposed operation correspond?

The proposed operation ties in with the general objectives laid down in within the framework of sustainable social and human development (Article 130u of the Treaty on European Union).

#### 10. Administrative expenditure

The actual mobilization of the administrative resources required will depend on the annual Commission decision on the allocation of resources, account being taken of any additional amounts or staff allowed by the budgetary authority.

##### 10.1 Impact on the number of posts

Operations already conducted in the form of pilot schemes by DG IB et DG VIII staff.

Type of post		Staff to be assigned to management of the operation		of which		Duration
		<u>Permanent posts</u>	<u>Temporary posts</u>	by using existing staff in the DG or service concerned	by recourse to additional staff	
Officials or temporary staff	A		2	2		
	B	1		1		
	C	0.75		0.75		
Other resources						
Total		1.75	2	3.75		

10.2 Overall financial impact of the additional staff

	Amounts	Method of calculation
Officials		
Temporary staff		
Other resources (indicate budget heading)		
Total		

For information, the indicative cost of the existing human resources is estimated at ECU 397 500/year (3.75 officials at an estimated average cost of ECU 106 000/official/year): grades A1, A2, A4 and A5.

10.3 Increase in other operational expenditure resulting from the operation

The necessary resources are obtained by redeploying existing resources.

Budget heading (No and title)	Amounts	Method of calculation
Total		

For information, the indicative costs of the meetings financed under heading A-2510 would be approximately ECU 31 275.

(Method of calculation: average cost ECU 695/Member State's representative/meeting x 15 representatives x 3 meetings/year.)

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# DOCUMENTS

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