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**Work Programme for 2005 for the implementation of the Framework Strategy on
Gender Equality**

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1. SUMMARY

This document presents the fifth annual work programme for the Community Framework Strategy on Gender Equality¹. It sums up the activities undertaken during 2004 and sets out the activities planned by the Commission for 2005 to promote gender equality in Community policies. The aim is to ensure that the gender dimension is taken into account in all relevant Community policies and actions, in accordance with Article 3(2) of the EC Treaty (gender mainstreaming). As noted at the extraordinary meeting of the Group of Commissioners on Equal Opportunities² on 8 March 2005, the European Union is the only region in the world that has developed a comprehensive policy on gender equality over the years. The commitments undertaken by the Commission cover a wide range of policies, for example in justice and security, development policy, education and media, etc.

The report on the mainstreaming of gender equality in the Commission's policies in 2004 shows that:

- Gender equality aspects have been included in a large number of policy initiatives, and new websites and publications have improved the visibility of gender issues.
- The use of gender-sensitive indicators and statistics has improved.
- Training has been provided in gender mainstreaming.
- The Council has adopted a Directive on equal treatment between women and men in the access to and supply of goods and services.
- An internal feasibility study on gender-related budgeting is almost complete.

In the conclusions of a meeting of the Group of Commissioners on Fundamental Rights, Anti-Discrimination and Equal Opportunities, the President confirmed the firm commitment to further mainstreaming of equality in all internal and external Community policies.

The Commission's priority actions in 2005, common to all DGs, for developing its gender equality policy in all areas are:

- Gender equality in policy initiatives
- Development of gender-sensitive indicators and statistics
- Training on gender mainstreaming
- Machinery for gender mainstreaming and the visibility of gender issues

¹ Communication from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions towards a Community Framework Strategy on Gender Equality (2001-2005), COM(2000) 335 final.

² http://europa.eu.int/comm/employment_social/equ_opp/strategy/com_group_en.html

In addition, the plans for policy-specific activities show that equality between women and men will continue to be promoted in most Directorates-General. In a few DGs, initiatives will be launched for a gender analysis of the budgets.

2. EVALUATION OF THE IMPLEMENTATION OF THE 2004 GENDER EQUALITY WORK PROGRAMME

During 2004, gender equality work was carried out across all the Commission services and the work programme for 2004 was successfully implemented. On 8 March 2005, to celebrate International Women's Day, the Group of Commissioners on Equal Opportunities held the traditional meeting at which the Commissioner for Employment and Social Affairs gave an overview of the main achievements of the past year. This was supplemented by other Commissioners, who detailed the main results achieved in their own fields. In the conclusions of the meeting, the President confirmed the strong commitment to further mainstreaming of equality in all internal and external Community policies. He underlined the importance of building partnerships at all levels — European, national and local.

DG EMPL submitted the first annual report on equality between women and men³ to the 2004 Spring Council. The report confirmed the existence of significant gender gaps in most policy fields, although it also showed slow progress towards the narrowing of gaps in certain areas. The main challenge ahead, according to the report, was to further reduce the gender gaps in all spheres of life and to fully utilise the productive potential of the European labour force in order to achieve the Lisbon strategy goals by 2010.

Gender equality activities in the Commission centred around three priority actions during 2004:

- Mainstreaming of gender equality
- Data collection and gender-sensitive indicators
- Training on gender mainstreaming

Gender equality in the enlarged Union was mentioned as a special concern in the work programme. During 2004, there were also many valuable gender equality initiatives that did not fall under the above headings as well as many specific actions addressing the disadvantaged or under-represented sex.

The issue of gender equality in the Commission's staff policy is dealt with by DG ADMIN (see the Fourth Action Programme for Equal Opportunities between Women and Men⁴, April 2004).

2.1. Mainstreaming of gender equality

Several DGs have integrated the principle of equality between women and men in new policy initiatives as part of their ex-ante analysis, sometimes in the form of an extended impact assessment. Gender equality is one of the selection criteria in many programmes. The gender

³ Report on equality between women and men, 2004 - COM (2004) 115 final

⁴ SEC 2004 447/5

perspective has also been integrated in the interim and ex-post analysis of existing policies. In some DGs, the beginnings of gender-responsive budgeting or gender analysis of the budget can be seen. The following are examples of gender mainstreaming initiatives:

An extended impact assessment (EIA) has been carried out for the new rural development policy post-2006⁵ and the new proposal for a Council Regulation for rural development introduces the concept of partnership between the Commission and bodies responsible for equality between women and men (DG AGRI). Women in Science activities and actions have been integrated in the EIA of the Seventh Framework Programme⁶ (DG RTD).

An external evaluation will be organised by DG EAC to monitor all of its activities in terms of gender mainstreaming. Special emphasis has been put on gender equality in the selection of projects supported as part of the Grundtvig action and gender equality is also included as a selection criterion in the Erasmus action (DG EAC).

The gender perspective was taken into account in the impact analysis of legal proposals: the “Recast”⁷ Directive and the Working Time⁸ Directive. Ex-ante evaluations including a gender perspective have been carried out for the PROGRESS programme⁹. The first Joint Report on Social Protection and Social Inclusion¹⁰ stresses the need to ensure that gender is mainstreamed throughout the key policy priorities (DG EMPL). The Best project “Promoting entrepreneurship amongst women”¹¹ has been evaluated and good practices have been identified and widely disseminated (DG ENTR).

A gender impact checklist for the policies and projects of DG ENV has been developed. This is to be filled in at the same time as the preliminary impact assessment or external impact assessment for a proposed policy or project.

In July 2004, the Commission adopted a proposal for a Council Regulation for a European Fisheries Fund¹² for the period 2007-2013. Member States should ensure that the principle of gender equality is respected at each stage in implementing the Fund and not simply assessed at the time of the ex-post evaluation (DG FISH).

In a reflection process on what the EU should do to “enable good health for all”¹³, importance is attached to addressing gender-related health inequalities and ensuring that health data can be broken down by sex (DG SANCO).

⁵ Proposal for a Council regulation on support for rural development by the European Agricultural Fund for Rural Development (EAFRD), COM (2004) 490 final

⁶ Draft Council conclusions relating to the Seventh Framework Programme and Future European Policy to support research, (15005/04)

⁷ Proposal for a Directive of the European Parliament and of the Council on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (2004/0084/COD)

⁸ Proposal for a Directive of the European Parliament and of the Council amending Directive 2003/88/EC concerning certain aspects of the organisation of working time, COM(2004) 607 final

⁹ Proposal for a European Parliament and Council Decision establishing a Community Programme for Employment and Social Solidarity – PROGRESS, COM(2004) 288 final.

¹⁰ Joint Report on Social Protection and Social Inclusion summarising the results of the examination of the National Action Plans for Social Inclusion (2003-2005), COM(2003) 773 final

¹¹ <http://europa.eu.int/comm/enterprise/entrepreneurship/craft/craft-women/bestproject-women.htm>

¹² Proposal for a Council Regulation of 14 July 2004 for a European Fisheries Fund – COM (2004) 497

¹³ http://europa.eu.int/comm/health/ph_overview/strategy/reflection_process_en.htm

A group of high-level representatives from each EU Member State has been created by DG REGIO to implement gender mainstreaming in the Structural Funds and to share best practices.

Gender budgeting can be described as gender mainstreaming in the budgetary process. It calls for an analysis of the budget from a gender perspective. It is a relatively new approach to promoting gender equality, which considers not only the respective allocation of funds to men and women but also the actual impact of EU expenditure on gender. In fact, it covers the whole budgetary process: planning, objective setting, monitoring, reporting and evaluation of the impact of the budget on women and men.

An internal study on gender-related budgeting has been carried out by DG BUDG and the results will be available in 2005. Other initiatives have been taken in some DGs, for example DG AGRI: gender data are included in the monitoring tables for the Leader+ programme, which distinguish between male and female beneficiaries. This method has also been encouraged by DG ENV. In the hearings with the European Parliament in autumn 2004, eleven Commissioners indicated that they viewed gender budgeting initiatives positively.

2.2. Data collection and gender-sensitive indicators

The collection of sex-disaggregated data and a systematic breakdown to present women and men separately has been achieved in several policy areas. The development of gender-sensitive indicators is still lagging behind, but there has been some improvement.

A European database on women and men in decision-making¹⁴ was launched on the Commission's website in April 2004. Data on women and men in decision-making positions in four domains (political, public administration, economic and social) are available (DG EMPL).

In DG EAC, indicators concerning the presence of women in the area of scientific and technological education have been defined. Statistics on European citizens' participation in sport have been made available from the Eurobarometer. DG FISH has launched a call for tenders to update data on employment in the fisheries sector. Some results from a Eurobarometer poll on "Attitudes and opinions of young people in the EU on drugs" were split by sex (DG JLS).

In 2004, common indicators on the availability of childcare were further developed in cooperation between DG EMPL and ESTAT. A Pocketbook on Time Use Statistics was published and a study on the wider use of time use data was finalised. In the area of social inclusion, the general rule is that a breakdown by sex must be applied to all indicators, wherever relevant and meaningful: currently under way is a study on "Indicators by Gender of Social Exclusion and Poverty" (DG EMPL).

New measures of inequality, exploiting new data sources and improving the quality of existing data, have been developed within the Women and Science Unit and detailed statistics, with detailed statistics collected via the subgroup of Statistical Correspondents of the Helsinki Group on women and Science¹⁵. Framework Programme statistics on the representation of women and men in programming committees, advisory groups, evaluation

¹⁴ http://europa.eu.int/comm/employment_social/women_men_stats/out/measures_out424_en.htm

¹⁵ http://europa.eu.int/comm/research/science-society/women/wssi/index_en.html

panels and as project coordinators, Marie Curie fellows and experts listed in the expert database have also been monitored and presented (DG RTD).

2.3. Training on gender mainstreaming

Awareness raising on gender issues in the Commission services is performed in a number of ways. The most common approach is training for Commission staff in methods for assessing the different impact of policies on women and men and for mainstreaming a gender equality perspective into the policy planning and implementation process.

DG EMPL, TREN, INFSO, MARKT, AIDCO and REGIO have incorporated gender mainstreaming in their training modules for new officials. At DG ENV, courses have been held to give gender mainstreaming correspondents, heads of units and directors a basic knowledge of how to integrate a gender perspective into all the DG's activities. In 2004, equality was included in the annual introduction seminars for new Grundtvig project coordinators (DG EAC). Experts involved in evaluating research proposals are informed about gender mainstreaming policy as part of the introductory briefings made by scientific officers (DG RTD).

A **Gender Help Desk** has been set up in EuropeAid in cooperation with the International Training Centre of the ILO. The Help Desk provides methodological support and training to colleagues within the Relex Family and in European Commission (EC) Delegations to third countries for mainstreaming gender in the EC policies and the cycle of operations. The training programme includes basic, in-depth and online training on gender and development. It is based on the Toolkit on mainstreaming gender equality in EC development cooperation. The Toolkit, finalised in December 2004, offers guidance and user-friendly tools to be applied at all stages of the cycle of external aid delivery of the European commission.¹⁶

The "Practical Guide on Gender Mainstreaming in the Joint Inclusion Memoranda (JIM) for future Member States" was distributed to all acceding countries, and the issue was considered during the drafting of the JIMs (DG ELARG).

Gender equality or equal opportunities networks or groups aiming to facilitate gender mainstreaming in policies exist in DG EAC, EMPL, INFSO, MARKT, TREN, REGIO, RTD, and AIDCO.

Special websites focusing on gender equality or women are hosted by DG EAC¹⁷, EMPL¹⁸, ENTR¹⁹, RTD²⁰, DEV²¹, AIDCO²² and ADMIN²³.

A public website "Your Europe"²⁴ is maintained by DG MARKT, where the public can search for information and submit enquiries to the Citizens' Signpost Service about problems with applying some legal acts, including those on gender equality.

¹⁶ http://europa.eu.int/comm/europeaid/projects/gender/toolkit_en.htm

¹⁷ http://europa.eu.int/comm/dgs/education_culture/ega/index_en.html

¹⁸ http://europa.eu.int/comm/employment_social/equ_opp/index_en.htm

¹⁹ http://europa.eu.int/comm/enterprise/entrepreneurship/craft/craft-women/womenentr_portal.htm

²⁰ http://europa.eu.int/comm/research/science-society/women-science/women-science_en.html

²¹ http://europa.eu.int/comm/development/body/theme/human_social/pol_gender2_en.htm

²² http://europa.eu.int/comm/europeaid/projects/gender/index_en.htm

²³ http://www.cc.cec/pers_admin/equal_opp/index_fr.html

International Women's Day (8 March 2004) was celebrated by seminars and speeches in DG EAC and ENTR. DG ADMIN organised, like every year, a conference for all the personnel of the Commission.

2.4. Legislation regarding gender equality

An important step was taken in December 2004 when the Council adopted the Directive on the principle of equal treatment between women and men in the access to and supply of goods and services²⁵, based on Article 13 of the EC Treaty. It is the first extension of the Community *acquis* in this area beyond the field of employment and social security. The Directive applies to goods and services available to the public where these fall outside the sphere of private and family life. It lays down the principle that sex-based actuarial factors should be eliminated while permitting a derogation for certain types of insurance.

In order to make existing legislation more readable and accessible to the public and to increase legal certainty and clarity, the Commission has adopted a proposal for a recast Directive²⁶ on the implementation of the principle of equal treatment of men and women in matters of employment and occupation with the aim of replacing six existing legal texts with a single comprehensive text.

2.5. The enlarged Union

2004 was a landmark in the life of the European Union with the accession of 10 new Member States on the first of May. In these new Member States, particular attention was to be paid to strengthening the integration of gender equality in all policy fields, including employment and social policies, education, justice and home affairs, external relations, development cooperation, budget and financial policies and the Structural Funds. This has been accomplished in some policy areas, for example with the publication of the report of the Enwise expert group "Waste of talents: turning private struggles into a public issue"²⁷, which examined the situation of women scientists in the 10 Enwise countries²⁸ and set out recommendations for advancing the agenda for women in science in these countries. Another example is the establishment of the Central European Centre for Women and Youth in Science, a project launched to promote, mobilise and network women and young people in science in central Europe (DG RTD).

DG Enlargement continued to monitor the implementation, transposition and effective enforcement of the *acquis* in gender equality matters in the 10 acceding and 3 candidate countries Bulgaria, Romania and Turkey through the various instruments of the pre-accession strategy, and organised through the TAIEX office awareness raising meetings on the Community's gender equality policy.

²⁴ <http://europa.eu.int/youreurope/nav/fr/citizens/home.html>

²⁵ Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services (OJ L 373, 21.12.2004, p. 37).

²⁶ Proposal for a Directive of the European Parliament and of the Council on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (2004/0084/COD).

²⁷ http://europa.eu.int/comm/research/science-society/women/enwise/enwise_report_en.html

²⁸ [The Enwise countries are: Bulgaria, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Romania, the Slovak Republic and Slovenia](#)

2.6. Specific actions

Specific actions addressing the disadvantaged or under-represented sex mostly concern initiatives targeted at women. A large number of such initiatives were launched during 2004. There are examples from most DGs, some of which are mentioned below.

A seminar on “social protection of women entrepreneurs, the self-employed and collaborating partners” was organised in order to draw up proposals for improving social regulation in the Member States and in the EU (DG ENTR). The proposal approved by the Commission for a Council Regulation for a European Fisheries fund²⁹ (2007 – 2013) devotes increased attention to improving the role of women in fisheries (DG FISH). The Daphne II Programme³⁰ has also been adopted by the EP and the Council. Furthermore, an expert group on trafficking in human beings has recommended various measures specifically aimed at better protecting women (DG JLS). The results of an expert workshop were published in the report "Gender and Excellence in the Making"³¹. The report analyses the extent to which existing procedures, definitions and criteria for measuring scientific excellence are gender neutral (DG RTD).

2.7. Other initiatives

A large number of other initiatives under DG-specific policies have been undertaken. A full evaluation with data from all policy areas is presented in Annex 1 of this working document.

3. FOLLOW-UP OF THE BEIJING PLATFORM OF ACTION AND THE MILLENNIUM DEVELOPMENT GOALS IN 2005

Gender equality deserves special attention during 2005, since this year marks the 10th anniversary of the Beijing Platform of Action. This was the first time that equality between women and men was recognised as an important condition for sustainable development, peace and democracy both in the Union and in the developing countries. At the conference organised by the Luxemburg Presidency on 2-3 February 2005, the Presidency report³² monitored the progress made by the European Union, particularly since 1999. The EU is playing a leading role in adopting annual conclusions on indicators and benchmarks, thus making the annual monitoring process more focused and structured. A ministerial declaration³³ adopted by the Ministers of Gender Equality reaffirming the strong support for and commitment to the full implementation of the Beijing Declaration and Platform for Action was presented as a UN document.

The celebration of the 10th anniversary was an important occasion for the European Union to take stock of the implementation of the Platform and the results obtained, to reaffirm the engagements of the Beijing Platform, and to advance with the remaining challenges. The European Union had a very high profile at the 49th session of the Commission on the Status of Women (CSW). This was possible thanks to the preparations undertaken by the Presidency in

²⁹ Proposal for a Council Regulation of 14 July 2004 for a European Fisheries Fund – COM (2004) 497
³⁰ http://europa.eu.int/comm/justice_home/funding/daphne/funding_daphne_en.htm

³¹ http://europa.eu.int/comm/research/science-society/pdf/bias_brochure_final_en.pdf

³² Beijing + 10, Progress made within the European Union, report from the Luxembourg Presidency of the Council of the European Union, 2 February 2005

³³ Ministerial Declaration of the Conference of Ministers of Gender Equality, Luxembourg, 4 February 2005.

cooperation with other Member States and with the support of the Commission. Closely linked to the Beijing Platform of Action is the follow-up of the Millennium Development Goals, and the European Union will make sure that a gender perspective is integrated in this process as well.

4. PRIORITY ACTIONS FOR ALL DIRECTORATES-GENERAL AND SERVICES IN 2005

The Commission's gender equality work programme for 2005 is the fifth annual work programme for the Community Framework Strategy on Gender Equality³⁴. It builds on the achievements of previous years and includes both pro-active and reactive measures. It makes sure that the gender aspect is considered and taken into account in all existing and future policies by applying gender mainstreaming. As in the past, the gender equality work programme for 2005 will continue to pursue a dual approach, namely horizontal priorities applicable to all Directorates-General and Services and policy-specific initiatives on the part of each Directorate-General and Service, both covering:

- integration of a gender perspective in policy initiatives (gender mainstreaming)
- specific actions addressing the disadvantaged or under-represented sex

The results obtained in the course of the previous four gender equality work programmes confirm the need to combine various instruments to ensure efficiency and effectiveness in promoting equality between women and men. Results from previous years also show that in DGs where awareness is high, gender policies are clearer and more visible. It is therefore necessary to ensure continuity in 2005 for the priority actions. Consequently, it is important for **all** Commission departments to focus on and improve on the following actions, which now include an additional action on visibility:

- **Gender equality in policy initiatives**

The principle of equality between women and men will be integrated in all policy initiatives involving individuals — women and men. A gender perspective will be incorporated both in new policy initiatives as part of their ex-ante analysis and in existing policy initiatives as part of their interim and ex-post analysis.

- **Development of gender-sensitive indicators and statistics**

Gender-sensitive indicators will be developed to allow the progress towards gender equality to be assessed in all policy areas. Data collected on individuals will be systematically subdivided by sex, as this is necessary to ensure that a gender perspective is included in policy planning and analysis.

- **Training on gender mainstreaming**

Awareness raising on gender issues in the Commission services and training of the Commission staff in methods for assessing the different impact of policies on women and

³⁴ Communication from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions towards a Community Framework Strategy on Gender Equality (2001-2005), COM(2000) 335 final.

men, respectively, and for mainstreaming a gender equality perspective into the policy planning and implementation process: to this end, each Directorate-General and Service will continue to incorporate gender mainstreaming modules in their training plans for staff members at all levels, especially at management level.

- **Machinery for gender mainstreaming and the visibility of gender issues**

The responsibility and machinery for gender mainstreaming in the Commission services will be made clearer and relevant issues made more visible. Internal focal points or networks will be set up in the DGs concerned. This technical machinery will help to mainstream gender equality and allow a better and closer follow-up of measures to promote gender equality and specific measures addressing the under-represented sex. Relevant information will be provided on both internal and external websites. Suitable actions to promote gender equality will be explicitly included in the annual work programmes.

5. SUMMARY OF GENDER EQUALITY ACTIONS IN DIRECTORATES-GENERAL AND SERVICES IN 2005

The main achievements accomplished at the beginning of 2005 are reviewed further below. The plans for 2005 relating to gender equality work across the Commission services vary in ambition. Generally, they are more ambitious where the link between the policies and issues relating to gender equality or to women are obvious. On the other hand, ambitions could clearly be higher particularly in identifying new areas where gender-specific action might be taken.

The Institute for Gender Equality

On 8 March 2005, the Commission adopted a proposal to set up a European Institute for Gender Equality³⁵ to support the EU institutions and the Member States in promoting equality between women and men and combating sex discrimination. The institute will serve as an independent centre of excellence at European level. It will gather, analyse and disseminate reliable and comparable research data and information needed by policy-makers at EU level and in the Member States.

Second report on gender equality

The second report was prepared for submission to the 2005 Spring Council. The report covers the progress so far, the challenges ahead and policy orientations for the forthcoming year and constitutes a key document in monitoring development towards gender equality and ensuring its follow-up. It shows that while the gender employment and education gaps are closing in the EU, the gender pay gap remains stable at approximately 15% in the EU-25.

Training initiatives

In 2005 the services will increase their efforts in the area of gender mainstreaming. Training will be provided for example in DG EAC, ENV, INFSO, REGIO, AIDCO and ADMIN.

³⁵ Proposal of 8 March 2005 for a Regulation of the European Parliament and of the Council establishing a European Institute for Gender Equality, COM (2005) 81 final – 2005/0017 (COD)

There will also be initiatives on gender-related budgeting, for example a follow-up of beneficiaries by sex in DG AGRI, JRC, RTD, ELARG and ECHO.

Development of indicators

New indicators taking the gender aspect into account will be developed by DG EMPL in the areas of social exclusion and poverty, health and long-term care, and persons with disabilities, by DG TREN on road safety, by DG ENV on participation in environmental projects and by DG JLS on violence.

Tools for gender mainstreaming and increased visibility of gender issues

A series of gender monitoring studies have been launched to monitor progress towards gender equality and gender relevance awareness in the Sixth Framework Programme (FP6). The studies will examine both the participation of women in FP6 activities and the gender dimension of the research content, the aim being to assess the success of current gender mainstreaming strategies and to provide recommendations for future activities in this field (DG RTD).

To increase the visibility of gender issues, a special issue of the *Magazine de l'Éducation et de la Culture* will be dedicated to gender equality (DG EAC). Furthermore, an information page will be included on the JRC's internal website. AIDCO will continue publishing the Newsletter on gender and development³⁶.

Specific actions addressing women

Specific actions addressing women will be implemented by many DGs. For example: DG RTD will sign new contracts for Women and Science projects under the Science and Society part of the Sixth Framework Programme (FP6) and for projects focusing on the Integration of Female Immigrants in their Host Societies (Scientific Support to Policies). Two further FP6 calls will result in specific gender-oriented projects in 2005: one under Priority 7 (Citizens and Governance in a knowledge-based society) under the task Gender and Citizenship in a Multicultural Context, and a further specific Women and Science call;; DG JLC is starting the Daphne II programme³⁷ with calls for proposals; DG ENTR will start a Best project on the social protection of new entrepreneurs and their co-working partners.

Framework Strategy on Gender Equality

The year 2005 is the last year of the Framework Strategy on Gender Equality, which was established in 2000 with the aim of promoting equality between women and men in economic, social and civil life, with equal participation and representation, and changing gender roles and stereotypes. The Commission has proposed extending the programme for one year and will draw up a communication on future developments in 2006.

³⁶ http://europa.eu.int/comm/europeaid/projects/gender/resources_en.htm

³⁷ http://europa.eu.int/comm/justice_home/funding/daphne/funding_daphne_en.htm

ANNEX 1

Follow up of the 2004 Work Programme in each Commission service

DG Agriculture and Rural Development

Mainstreaming of gender equality

In its legislative and work programme for 2004, DG Agriculture decided to carry out an Extended Impact Assessment (EIA) (SEC (2004) 931) for the new Rural Development Policy post-2006. Part 1 of the EIA highlights the evolution of the policy and the challenges faced by rural areas, based on a description of the main economic, social and environmental features of these areas. Part 2 sets out the main objectives of the future rural development policy and mentions as a third objective the wider rural economy with a specific focus on women and young people: *‘Making rural areas more attractive also requires promoting sustainable growth and generating new employment opportunities, particularly for young people and women, as well as facilitating the access to up-to-date information and communication technologies’*.

In July 2004 DG Agriculture presented a new proposal for a Council Regulation for rural development for the next programming period (2007-2013).³⁸ Article 6 of the proposal introduces the concept of partnership between the Commission and bodies responsible for promoting equality between men and women for the implementation of the rural development policy. The proposal also has a specific article on equal opportunities between men and women stating that *“Member States and Commission shall promote equality between men and women at all the various stages of conception, implementation, monitoring and evaluation of the future rural development programmes”*. In future, the Leader approach will be included in the rural development programmes. It is expected that women will have an important role to play in the new local development strategies.

Data collection and gender-sensitive indicators

The rural development programmes do not provide for a systematic breakdown of data by sex. However, Commission Regulation (EC) No 817/2004 laying down detailed rules for the application of Council Regulation (EC) No 1257/1999 on support for rural development stipulates that Member States, when presenting their rural development programmes, must give a quantified description of their current demographic situation. In addition, the programmes must also describe to what extent the involvement of women and men has been taken into account (e.g. in the selection criteria for certain projects).

Gender data are included in the monitoring tables for the Leader+ programmes, where a distinction is made between beneficiaries (men / women and younger or older than 25 years).

Other actions

DG Agriculture organised two meetings of its standing group “Women in rural areas” in 2004 to discuss future rural development policy post-2007 and to collect and disseminate information on best practices for gender mainstreaming and specific actions in favour of rural women in rural development programmes and under the Community initiative Leader+.

³⁸ Proposal for a Council Regulation on support for rural development by the European Agricultural Fund for Rural Development (EAFRD) COM (2004), 490 final

DG Agriculture also participated in the meetings of the high-level group on mainstreaming gender equality in the Structural Funds (organised by DG REGIO).

DG Education and Culture

Mainstreaming of gender equality

DG EAC is preparing the launch in 2005 of an external evaluation of all transversal policies (including gender mainstreaming and special needs of people with disabilities) as they are mainstreamed into all of its programmes and activities.

Data collection and gender-sensitive indicators

The statistics are disaggregated by sex for the major part of the YOUTH actions and for Education through Sport but only partially for some mobility actions in the field of education in the SOCRATES programs.

Within the framework of the *Report on the future concrete objectives of the educational systems*, some indicators were defined in order to measure the number of young people in scientific and technical programmes, in order to achieve the quantitative benchmark for 2010. This indicator also measures balance between girls and boys in these programmes.

Training and awareness raising

In 2004, a process of reflection started in order to establish methods for better information on gender equality addressed to the personnel of DG EAC.

Other actions

Education policy

In the context of the future implementation of the program *Education and Training 2010* (concrete and future objectives in the field of education and training), a sub-group for gender equality has been created in the Working Group on social inclusion and active citizenship. One of the working groups dealing with education systems will continue to monitor the gender aspect for all groups.

In the Joint Interim Report adopted by the Council and the Commission in February 2004³⁹, the Commission calls for accelerated reforms in the years to come and for a stronger political commitment to achieve the Lisbon goals. One warning light identified in this joint report is that there are too few women in scientific and technological fields. In particular, action should be taken to motivate young people, particularly girls, to undertake scientific and technical studies and careers.

Furthermore, the Education Council in May 2003 adopted five reference levels (Benchmarks) setting out quantified targets to be achieved in certain areas for quality and effectiveness of European education and training systems. One of these aims to 'increase by 15% the number of graduates in MST' and 'decrease gender imbalance' by 2010 ("The total number of graduates in mathematics, science and technology in the European Union should increase by at least 15 % by 2010 while at the same time the level of gender imbalance should decrease"⁴⁰). While the first objective is more likely to be attained, the second seems to require considerable effort: in the EU countries there are currently 2-4 times more men than women in the scientific and technological disciplines.

³⁹ http://europa.eu.int/comm/education/policies/2010/doc/jir_council_final.pdf

⁴⁰ http://europa.eu.int/comm/education/policies/2010/doc/after-council-meeting_en.pdf

SOCRATES

In 2004, the text of the call for proposals has specified the aspect of gender equality in the various actions of the program.

It was not possible to carry out the informative action concerning national agencies. It was meant to be an exchange of information via the network NETY on the actions and measurements undertaken as regards gender equality. The same applies to the assessment and the follow-up of the action plan 2001-2002. The work of regrouping themes around the gender dimension (*clustering*), also planned for 2004, was not completed and it is postponed until 2005.

Erasmus - Higher education

The active policy of equal opportunities between men and women is included as priority and criterion of selection in each Erasmus action.

Grundtvig – Adults education

The OASIS-Network (Grundtvig 4-Network on Gender) held a large European conference in Granada in 2004. In 2004 several new Grundtvig projects on gender were selected. The contribution of projects to the realization of equal opportunities is also a criterion for selection.

A first analysis of adult education statistics and a further request for separate data by sex were submitted to the Grundtvig-Working group. In 2004 on the initiative of the German National Agency for Grundtvig, a Grundtvig contact seminar was held on gender in order to encourage European wide partnerships and projects on this issue.

In the new thematic Grundtvig-Brochure 1995 –2003 a section is dedicated to gender.

Minerva

Among the thirty-five projects selected in 2004, the project entitled *Simulating IT careers for women*, aims to develop interactive simulation plays to encourage girls and young women to get involved in the new communication and information technologies, engineering and science.

LEONARDO DA VINCI

In the call for proposals of the year 2004, to develop new approaches in the life long learning, an emphasis was laid on equal opportunities in general. Priorities were (1) to develop education and training, (2) new forms of training and teaching and (3) the orientation and advice. About fifteen projects aiming specifically at women were selected; half of them related to the second priority.

The work program of the CEDEFOP continues to specify the priority granted to increase the participation of under-represented or targeted groups, in the study visits, including taking into account gender equality. The new brochure about good practices for equality between women and men, entitled *Women and technique* was issued to the public in a paper version and on the Internet⁴¹.

Since 2002, the European Commission and the Member States have been developing the

⁴¹ http://europa.eu.int/comm/education/programmes/leonardo/new/leonardo2/opport_en.html

thematic monitoring of projects within the Leonardo da Vinci Programme. Five themes were identified where projects, focusing on gender equality issues, can be found: integration into the labour market; development of skills within small companies particularly SMEs'; adaptation of the training supply and new training methods-quality in training; transparency, assessment and validation of knowledge; e-Learning. A seminar was organised on 8 March 2004 in Brussels bringing together around 25 projects, which directly or indirectly contributed to "Promoting Gender Equality through Vocational Training".

In this respect, a call for proposals was organized at the end of which a contract was signed with Milos Educational Women's Collaboration Activities in Tourism (MEWCAT), in order to use the results and products of four Leonardo projects, with the aim to promote gender equality.

NEW TECHNOLOGY: E-Learning

The eLearning programme financed 25 projects in 2004, among which "@lf@-bet@ (Le donne migranti verso le TIC attraverso le reti territoriali)"; this project aims at facilitating the integration of immigrated women with the help of digital literacy.

In September 2004, the seminar Women Creating Technology, supported by the EQUAL initiative, was held. It was the occasion to reinforce coordination between DG EAC and various actors in the field of science and technology.

YOUTH

At the centralized level for the various actions of the program Youth, a "Compendium" of the best projects approved within framework EGA was carried out,

In 2004, the program Youth had also regarded equal opportunities as a central theme in the Euro-Med Youth program and the topic "The place of the women in the society" as a priority. This meant that in all selections of projects, those which treated topics related to the role of women in the society, had the priority.

AUDIO-VISUAL - Program MEDIA

The European audio-visual sector is atypical as regards equal opportunity. Women are in fact largely employed in this entire sector, however, with an exception concerning employment linked to the use of new technologies.

In its lot "promotion", the program MEDIA supported two European cinema festivals focussed on films produced by women.

In the lot *Media Literacy* (sensitizing with the media language), a communication is in preparation, which includes relevant aspects for gender dimension, in particular in the fight against sexual, cultural and racial stereotypes.

CIVIL SOCIETY - TWINNING PROGRAM

The gender dimension is taken into account during the evaluation of the proposals received within the Twinning program. A balanced participation of men and women in the events organized by the partnerships is regarded as a quality criterion. Information on sex distribution of the participants is required in reports. However, these data are not entered the Twinning data base.

EDUCATION THROUGH SPORT

2004 was the European Year of Education through Sport (EYES 2004).

Decision 291/2003 EC⁴² establishing the EYES 2004 mentioned, in one of its objectives, the role of sport as a tool “[...] of social inclusion of the underprivileged groups”. Among the 160 projects cofinanced on the basis of this decision, several aim at using sport as a tool for fight against discrimination. Some explicitly refer to the promotion of gender equality (in particular two Swedish projects which treat integration of immigrant women thanks to sport). The contribution of the EYES could relate to objective 4 of Framework Strategy - “to promote equality between women and men in civil life” - with the cofinancing of several projects dealing with the promotion of gender equality through sport.

An important element in term of indicators can be announced. In the Eurobarometer survey carried out in October-November 2004 on the topic “European citizens and sport”, a gender dimension was integrated in a question about the values developed by sport. The result indicates that more than 2/3 of the citizens judge that sport is an important element to fight discriminations in general and 15% consider that the sporting practice makes it possible to develop equality between men and women. The general evaluation of the EYES is currently ongoing and will be finalized in 2005.

In the reconstruction of the website of the Sport unit, a section “Sport and Equal Opportunities” was included. All the information and reference documents on these themes can be found on the website.

NEW PROGRAMS

The Commission has presented its proposals for four new programs in education and culture over the period 2007-2013: the Integrated Action Programme in Lifelong Learning (which federates the previous programs Socrates and Leonardo), the programs Youth in Action, Culture and Media.

The respect of equality between women and men belongs to specific objectives included in the Commission proposal concerning the first two programs.

DG Employment, Social Affairs and Equal Opportunities

Mainstreaming of gender equality

The European Social Fund and the new Member States

Promoting gender equality is one of the horizontal priorities for all Structural Funds. The European Social Fund (ESF) programmes negotiated by the Commission and new Member States describe how gender equality is to be promoted and respected in the implementation and monitoring of the programmes. Implementation and achievement indicators broken down, where appropriate, by sex have thus been identified. Additionally, specific project selection criteria have been established to determine whether the projects are equally open to men and women.

The ESF will finance both mainstreaming and positive actions for women. They will broadly aim to help new Member States continue the development and implementation of equal opportunities policies. The actions relate to restructuring processes, the reform of agriculture and the limitation of the feminisation of poverty. Support will be provided mainly in the form

⁴² Décision n° 291/2003/CE du 6 février 2003 établissant l'Année européenne de l'éducation par le sport 2004

of help for women to update their skills and gain employment or to start their own economic activity.

Mid-Term Review of the ESF

The **Mid-Term Review** carried out in 2004 showed that, for the **EU-15**, the overall effectiveness of gender mainstreaming policy in the structural actions financed by the ESF was strengthened by a number of factors.

EQUAL and the European Social Fund

An EQUAL horizontal Working Group on Gender Mainstreaming was established by DG EMPL in March 2004. The purpose of this group was to help in the preparation of the 'EQUAL Guide on Gender Mainstreaming' and a seminar for managers of the national EQUAL Programmes on the issue of gender mainstreaming.

Gender equality in the future programming period

Gender equality remains a horizontal principle for all the Structural Funds. Article 14 of the draft general regulation states that Member States must ensure that equality between men and women and the integration of a gender perspective are promoted at all stages in implementing the Funds. The proposal gives greater emphasis to the Union's commitment towards the elimination of inequalities between women and men.

Impact assessments and ex-post evaluations

In 2004 impact assessments were completed on legislative proposals such as the recasting of the directives on equal opportunities between men and women and on the organisation of working time. These naturally took account of the gender dimension.

In 2004 DG EMPL carried out the ex-ante evaluation for the PROGRESS Programme which support for the implementation of the principle of gender equality and promote gender mainstreaming in Union policies.

Interim and ex-post evaluations in 2004

Since gender mainstreaming is a cross-cutting objective of policy initiatives, the interim and ex-post evaluations take this dimension into account in their analysis of the results.

The vast majority of the mid-term evaluation reports analysed gender mainstreaming and specific measures within the framework of ESF operations. The methods used vary because the situations are likewise varied and complex. The summary of the results has not yet been finalised.

A preliminary report on the action plan implementing the Framework Strategy was completed by external evaluators on 28 June 2004. On this basis, the Commission drafted its interim report on the programme⁴³, adopted on 11 August 2004.

Data collection and gender-sensitive indicators

⁴³ SEC (2004) 1047.

The implementation of this priority is in progress.

Relevant indicators on gender equality in the employment area are being progressively developed and agreed in the EMCO Indicators Group.

In 2004, common indicators on childcare were further developed and agreed. These variables will be included in the Survey of Income and Living Conditions (SILC), which will be launched in 2005. Work will continue in 2005 on the development of suitable indicators on (lack of) care for other dependants⁴⁴.

As regards the gender pay gap, it was agreed that data collection will be done in EU-SILC in those countries which do not have a source of comprehensive national data.

Concerning data on women and men in decision-making, a European database was launched in 2004. Therefore, data on women and men in decision-making positions in four domains (political, public administration, economic and social) are available on the Commission's website⁴⁵.

Under the open method of coordination in the area of social inclusion, the European Council endorsed a list of common indicators at Laeken in December 2001. The general rule is that a breakdown by sex must be applied to all the indicators, wherever relevant and meaningful.

Under the trans-national exchange programme financed through the Social Exclusion Action Programme, the Commission is financing a two-phase study on "Indicators by Gender of Social Exclusion and Poverty". The aim of this project is to create a Europe-wide set of gender indicators in this area.

Training and awareness raising

The subject of gender mainstreaming was covered in all training courses organised for new EMPL staff throughout the year and a special session on the subject was designed.

The efforts to ensure greater awareness of gender across the policy spectrum in DG EMPL will receive new impetus in 2005 through the work of the EMPL Equal Opportunities Group, set up in October 2004.

Other actions

General

The first annual report on equality between women and men was delivered to the Spring European Council. It provides a tool for monitoring progress towards the obligation under the EC Treaty to eliminate inequalities and promote equality between women and men in all the Community's activities. Annually updated data based on a set of core indicators are presented in the annex.

⁴⁴ This activity is included in the draft annual work plan of EMCO (Indicators Group), but has not been included in the partnership agreement between DG EMPL and EUROSTAT.

⁴⁵ http://europa.eu.int/comm/employment_social/women_men_stats/index_en.htm

Several initiatives were taken to promote women's participation in the European elections. The main message was "Europe for Women – Women for Europe" and posters and brochures were disseminated in both old and new Member States. The participation of women in the EP increased.

The Directive to apply the principle of equal treatment between women and men in the supply of goods and services was adopted in December 2004.

Employment

The Joint Employment Report 2004 assessed the progress achieved by the Member States in implementing the Employment Guidelines, including the specific guideline on gender equality, which deals with both gender mainstreaming and specific actions.

Gender aspects are systematically analysed in the studies on various fields of employment policy, e.g. in the study on undeclared work.

The Pocketbook on Time Use Statistics was published in July 2004. The study on the wider use of time use data was finalised in 2004, containing several examples of possible uses of time use data and recommendations for the further development of time use studies.

Social Inclusion

The ten new Member States submitted their first National Action Plans (NAPs) for Social Inclusion, covering the period 2004-2006, in July 2004. The synthesis report concludes that while the legal provisions on equal opportunities are in place, the gender mainstreaming tasks identified in the JIM are insufficiently addressed in the NAPs.

The first Joint Report on Social Protection and Social Inclusion was produced. The report stresses the need to ensure that gender is mainstreamed throughout the key policy priorities identified in the report in relation to the situation of the EU-25.

The call for proposals for selecting projects to be funded under the Transnational Exchange Programme specifically mentions the gender aspect.

Pensions

A study by the SPC on incentives to prolong working life was submitted to the Council in March 2004. Another study is under way on private pension schemes. It discusses, in particular, the question of the annual percentage rates applicable to the conversion of capital into revenue and also examines the differences in the cover offered by private schemes.

As for the replacement rates, it has not yet been possible to define typical cases which would be more representative of women's careers. However, a study on this subject is envisaged in a cooperation project with the OECD which will have to follow up the work of the "indicators" group.

Social protection

The communication acknowledges the different health needs of women and men and, in the proposed common objectives, calls for this to be taken into account in guaranteeing access to

health care. Moreover, the gender dimension should be mainstreamed in the development of prevention and health policies.

Health and safety at work

A seminar was held on 15 June 2004 and included a presentation of the Gender Report produced by the Bilbao Agency for Safety and Health at Work.

The EQUAL Development Partnership “Gender Mainstreaming in der Informationsgesellschaft” in Berlin has successfully tested a “biographical” approach to gender mainstreaming in the information society. A range of subprojects target the exploration of new solutions to the crossroads in women’s lives, where otherwise a pattern of gender segregation might be established.

Industrial relations

During 2004 the Commission provided technical support for and monitored, at political level, the negotiations between employers and employees on the possible establishment of a framework for action in the field of equal opportunities. The calls for proposals published in 2004 put particular emphasis on projects to improve the level of female participation and equal opportunities, in particular in the new Member States.

EQUAL

Initiated in 2003, the European thematic work carried out under EQUAL on equal opportunities continued in 2004 with the focus on the reconciliation of family and working life and on vertical desegregation.

Programme relating to the Community Framework Strategy on Gender Equality

Proposals were submitted for the priority theme of 2004, “Promoting change in gender roles and overcoming gender stereotypes”, and the projects will be finalised in 2005.

DG Energy and Transport

Energy and transport policy are currently targeted on users, with no distinction based on sex. Ways are being considered to mainstream gender more explicitly in these policies.

In addition, the Equal Opportunities/Gender Mainstreaming Group:

- has completely renewed its membership since June 2004;
- deals with equal opportunities in human resources management within the Commission and with gender equality.

Mainstreaming of gender equality

Moves have been taken in this direction. In the field of road transport, for example, the report “EU road freight transport sector: work and employment conditions” published in January 2004 describes the situation as follows:

“The study highlights the low participation of women in the industry as well as the shortage of qualified personnel, particularly drivers. While the industry itself recognises that it is a male-dominated sector, through its own studies, women have not been attracted by the poor working conditions, such as long unsocial hours, poor pay and problematic work-life

balance.”

The general introductory remark at the start of this section is also true of certain new initiatives which cover only limited aspects. For example, in the field of rail transport, a major initiative was launched on “users' rights”:

“The Commission’s proposal on passengers’ rights and obligations in international rail transport⁴⁶ includes provisions requiring railway undertakings to adopt measures for the improvement of security on board trains and at railway stations. Improved security should allow railway undertakings to attract more passengers, in particular those that are deterred from using rail transport because it is not considered to be secure at certain places or times of the day for women.”

Implementation of the general priorities in this way will continue, in particular through the work of DG TREN’s internal Equal Opportunities/Gender Mainstreaming Group.

Data collection and gender-sensitive indicators

The general introductory remark is also valid for the breakdown of the collected data by sex.

However, it is sometimes useful to produce a breakdown by sex: for example, in the field of road safety, the Community’s CARE data base covering injuries or deaths in road traffic accidents includes gender-sensitive indicators.

Training and awareness raising

The induction programme for new colleagues in the DG, intended to help them fit in and stand on their own feet, covers gender mainstreaming, among other subjects:

- all new colleagues joining DG TREN are made aware, during a half-day welcoming session, of the importance which the Commission attaches to gender mainstreaming in DGs’ activities and policies;
- DG TREN has an obligatory mentorship system (mainly technical support with file management), in which each new colleague is directly informed, by an experienced member of the same unit, of the major considerations in Community policies and action, particularly of gender mainstreaming;
- DG TREN also has a voluntary "tutoring" system (mainly human support to help newcomers fit in successfully and stand on their own feet rapidly), in which new colleagues who so wish are directly informed, by their tutor, of the major considerations in Community policies and action, particularly of gender mainstreaming.

An internal Equal Opportunities/Gender Mainstreaming Group has been set up in DG TREN. It brings together one full representative and one deputy representative from each Directorate. In particular, it has the role of mainstreaming gender in DG TREN’s policies and activities. The conclusions of the meetings of the internal Equal Opportunities/Gender Mainstreaming Group are systematically published on DG TREN’s Intranet (IntraTREN).

DG TREN will offer support to DG ADMIN to include modules on gender mainstreaming in the training plans for its staff, especially for managers.

A specific e-mail box is open on IntraTREN.

Other actions

⁴⁶ European Commission’s Proposal for a Regulation on International Rail Passengers Rights and Obligations of 30 August 2004, COM (2004) 143

Inland transport

The Commission has endeavoured to make this sector more attractive by introducing sectoral limits on working time, encouraging more rigorous compliance with the limits on driving time and with rest periods, and introducing mandatory initial and periodic training for drivers. It is up to the industry to capitalise on these improved conditions and to take on these potential recruits. It would be advisable to develop indicators for measuring the impact of all new initiatives by the transport sector on equal opportunities.

In its calls for tenders and calls for expression of interest, DG TREN systematically mentions the Commission's commitment to equal opportunities.

DG TREN makes sure that every action which it proposes is written in a gender-neutral way and promotes gender equality.

DG Enterprise and Industry

The activities carried out in 2004 represent the follow-up of the 2003 Best project **“Promoting entrepreneurship amongst women”**, aimed at the identification and evaluation of national and regional measures promoting female entrepreneurship and the selection of good practices in the EU-15 and EFTA-EEA countries. The good practices identified and the research methodology applied have been widely disseminated through international conferences, expert meetings and networking activities. Among these, a particular highlight was the OECD's Second Ministerial Conference on SMEs, organised in Istanbul in June 2004. The issue of female entrepreneurship was prominent on the agenda. DG Enterprise was represented by the Deputy Director-General, who was key speaker in the Workshop on “Entrepreneurship and Innovation”, which included a panel session on “Fostering Women's Entrepreneurship.” The background papers on female entrepreneurship and the recommendations adopted during this conference were based on the results of the Best project. In parallel to this event, a Forum on “Accelerating Women's Entrepreneurship” was organised in Istanbul by the OECD and the Turkish Federation of Women Entrepreneurs, where DG Enterprise played an important role in providing the key speaker, moderator and rapporteur of one of the plenary sessions, where the good practices identified in the Best project and the research methodology were widely discussed.

The “Best Report”, summarising the main findings and recommendations emerging from this project, has been translated and is currently available on EUROPA in 10 EU languages.

Building on the main findings of the Best project, the Action Plan on Entrepreneurship⁴⁷ adopted in February 2004 contains a key action for providing “tailor-made support for women and ethnic minorities”. This key action establishes that the Commission will help “the national and regional authorities to address those areas where the needs of female entrepreneurs are still insufficiently met, **notably access to finance and entrepreneurial networks**”.

As part of its efforts to promote entrepreneurial networks, DG Enterprise has prepared a special portal devoted to women's entrepreneurship to be hosted on EUROPA. This portal will include links to projects, networks, business organisations and events concerned with the promotion of female entrepreneurship.

⁴⁷ http://europa.eu.int/comm/enterprise/entrepreneurship/action_plan.htm

Also where networking is concerned, our cooperation with WES⁴⁸ (“European Network to Promote Women’s Entrepreneurship”) continued in 2004 with a regular exchange of information and good practices and joint participation in relevant events and common projects. WES has been actively involved in the organisation of the expert meetings organised by our service, in particular for the celebration of International Women’s Day.

On 8 March 2004, DG Enterprise organised in Brussels a meeting between Commissioner Liikanen and representatives from business organisations of women entrepreneurs, WES and other EU institutions to celebrate International Women’s Day under the slogan “Entreprising Women”. During this meeting, the Commissioner presented the results of the activities carried out by our DG, focussing on the initiatives in the Action Plan on Entrepreneurship. At internal level, DG Enterprise organised awareness-raising activities on the International Day.

A seminar on “Social protection of women entrepreneurs, the self-employed and collaborating partners” was organised in Brussels in June. This seminar was aimed at exchanging views and experiences in the field of the social protection of women entrepreneurs in order to draw up proposals for improving social regulation in the Member States and in the European Union. Some cases of good practices were analysed and debated.

In October, the Management Committee of the Multiannual Programme (MAP) approved the Commission’s proposal to launch a project on “Social protection of new entrepreneurs and their co-working partners”, aimed at analysing the influence of the different level of social coverage on the decision taken by a new entrepreneur to set up a company.

DG Environment

Mainstreaming of gender equality

A gender impact checklist for the policies and projects of DG ENV has been developed. It is to be filled in at the same time as the preliminary impact assessment or external impact assessment for a proposed policy or project. This tool will allow desk officers to determine:

- the position of women in relation to men in the project area;
- the capacities of the implementing institutions as regards gender;
- the impact of the policy or project on the relative participation of women and men;
- the corrective measures needed in the design of the policy/project in order to strengthen the position of women or men as required.

The study on *Gender-differentiated impact in the field of waste management in the European Union*, launched by DG ENV in 2003, was finalised in January 2004. The following conclusions can be drawn:

- There are important gaps and deficiencies in how national authorities consider gender-differentiated impacts of waste management planning (the study covers the UK, Ireland and Portugal). The study draws this conclusion on the basis of extensive interviews and

⁴⁸ WES is a network composed of representatives from the national governments and institutions who are responsible for the promotion of female entrepreneurship. It covers 25 countries from the EU and EFTA/EEA

other research. Experts on equal opportunities are appointed at horizontal level in the Member States (so-called “Gender Equality Units”) to provide advice, support and training for national authorities. However, this support does not appear to be successful in reaching the municipal authorities responsible for waste planning.

- A limited number of examples of gender sensitivity in waste planning have been identified. In those cases, it is the involvement of the Gender Equality Units which has resulted in the compilation of gender-relevant data or initiatives to promote gender equality. However, these examples are very few. The examples for the UK and Ireland were: information on the impact of waste management sites on women and children; initiatives for the benefit of parents with small children/babies; recruitment of staff to ensure gender balance; in Portugal: the impacts of waste planning decisions on household task performance.
- Models for good practice exist in parallel sectors, such as transport. The contractor provides a “best-practice guide” consisting of 19 recommendations for improving gender mainstreaming. They include the collection of data, involvement of experts in decision-making, public consultation and the use of tools and training. This could be a useful starting point for improving gender assessment.

Gender-disaggregated data

For the waste sector, the study **on Gender-differentiated impact in the field of waste management in the European Union** has provided some gender data in the waste management industry.

Training and awareness raising

Training courses had already been held in December 2003 for all the gender mainstreaming correspondents in the units of DG ENV as well as at director/head of unit level with the objective of providing participants with a basic knowledge of gender mainstreaming, some best practices and gender impact assessment tools and techniques, with a view to facilitating future work on integrating a gender perspective into all levels of activities in DG ENV.

As a follow-up in 2004, feedback was collected and an evaluation conducted in order to standardise training in gender mainstreaming for staff at all levels and to include gender mainstreaming modules in their training plans.

DG ENV has continued to update its website on Gender Mainstreaming, which is fully operational.

Grants

One of the priorities of the Sixth Environmental Action Programme⁴⁹ is to get more citizens involved in environmental issues. Representative women’s NGOs have been asked to help DG ENV to define the connection between gender and environmental problems and to give their input in the policy-making process.

In line with this approach, a grant was allocated under the 2004 programme for funding NGO activities to the women’s NGOs of the WECF (Women in Europe for a Common Future), a

⁴⁹ Decision No 1600/2002/EC of 22 July 2002 laying down the Sixth Community Environment Action Programme

coalition of 64 member organisations and 17 individual members from 32 countries in Western Europe, Eastern Europe and the NIS.

Gender mainstreaming is an objective of all WECF network activities. This is pursued by lobbying for the inclusion of instruments favouring gender mainstreaming in policies developed by the EU and national governments, such as gender audits and gender budgeting, and for action to promote the involvement of women's organisations in the policy-making process. The women's environmental organisations within the WECF network are well-connected to the more "traditional" women's interest groups and lobbies.

This financial support made possible activities such as the participation of women and environmental NGOs in policy-making on specific EU environmental policy and health aspects, conferences and a workshop for women and environmental organisations, the dissemination of information, etc.

Resources issues

In our briefing to the new Commissioner, we highlight the evident lack of resources in DG ENV to ensure the follow-up of the Commission's policy strategy for gender mainstreaming. The overall objective would be to have an official working full-time on the issue of gender mainstreaming within the DG in a horizontal unit directly linked to the Director-General and to increase the involvement of the contact points within the relevant units, in particular by allocating time for gender mainstreaming in the management plans of each of the units.

DG Fisheries and Maritime Affairs

Mainstreaming of gender equality

The implementation of 7 projects selected through the call for proposals for innovative actions specifically directed at issues related to female participation in the sector started in late 2003 and early 2004. The majority of these projects, with a maximum duration of one year, aim at helping women to create networks or to organise conferences at EU level dealing with equal opportunities in fisheries.

In July 2004, the Commission adopted a proposal for a Council Regulation for a European Fisheries Fund⁵⁰ for the period 2007-2013 to succeed the current FIG. This proposal, with its stronger emphasis on the sustainable development of fisheries areas, human resources and professional skills, devotes increased attention to improving the role of women in fisheries. The EFF, like the other Community Funds, has gender equality as a key objective and requires this dimension to be incorporated in all stages of its implementation. The EFF calls on Member States to ensure that operations that enhance the role of women in the fisheries sector are promoted. This creates an obligation for the Member States and the Commission to ensure that the principle of gender equality is respected at each stage of the implementation of the EFF and is not simply assessed at the time of the ex-post evaluation. In the proposal, the actions that integrate the gender perspective include:

- The involvement of women's associations in the partnership between the Commission, the national, regional and local authorities, representatives of the civil society and other

⁵⁰ Proposal for a Council Regulation of 14 July 2004 for a European Fisheries Fund, COM (2004) 497

relevant social and economic representatives. They may participate for this purpose in the Monitoring Committee.

- The improvement of the role of women within strategies for the sustainable development of fisheries areas where measures to promote professional skills, worker adaptability and access to employment within or outside the fisheries sector can be supported by the EFF.
- The creation of Regional Advisory Councils (RACs) was one of the pillars of the 2002 reform of the Common Fisheries Policy in response to the desire of the EU and stakeholders to increase the latter's participation in the CFP process and the regional management of fisheries. Women's organisations can participate as full members on the RACs. The first of seven RACs to be created, namely the North Sea Regional Advisory Council (NSRAC), was established in Edinburgh in November 2004 with the full participation of the North Sea Women's Network.

Data collection and gender-sensitive indicators

In 2004, DG FISH launched a call for tender to update data on employment in the fisheries sector and the latest trends in this respect. Data by sex will be made available.

DG Health and Consumer Protection

Mainstreaming of gender equality

DG SANCO considers that consumer policy is by definition gender-neutral. The instruments and policy initiatives launched under this policy are likewise neutral. To the extent that there are subgroups of consumers warranting special attention, they come under income groups, social categories of consumers, or consumer interests differing according to geographical areas. Consumer policy actions and measures do not therefore include specific gender mainstreaming measures.

As regards public health, there are clear links between gender and health. In July 2004, to prepare the ground for the future health strategy, the Commission launched a reflection process/open consultation on what the EU should do to "enable good health for all" across the EU. Several respondents called on the Commission to address gender equality in health in the future health strategy and to develop policy on the basis of the links between gender and health. It is clearly important that policy does take full account of the need to address gender-related health inequalities and that, within this overall context, initiatives are taken which properly reflect the different needs and concerns of women and men. In this regard, actions are already being taken under the current public health programme. For example, this specifies the need to ensure that the health data collected can be broken down by gender and also contains a focus on sexual and reproductive health.

In this year's work programme, specific areas of action include developing strategies on sexual and reproductive health to address risk-taking behaviour among young people as well as work on HIV/AIDS, including preventing mother-to-child transmission.

Moreover, gender mainstreaming aspects will be integrated into the tasks of the various working parties set up to operate the health information and knowledge system.

DG Information Society and Media

Mainstreaming of gender equality

A study aiming to *Monitor the progress towards gender equality in the Sixth Framework Programme for the Information Society* was launched at the beginning of 2004 and was finalised in December. The first deliverables are expected by late spring 2005.

Training and awareness raising

The middle and senior management training sessions launched in 2004 have been extended to information sessions for all new-comers on gender mainstreaming, gender concept analysis and equal opportunities in the Commission.

Other actions

The gender issue was presented in a session at the annual IST event. The session aimed to present role models of successful women in ICT-related careers and also to create a draft road map for future activities.

Two workshops were organised to prepare the IST event and discuss the possibilities of setting up a *Gender Experts Action Group* (GEAG) and an *Even Gender Distribution in Information Society* (EGDIS) Advisory Group. The first draft of the terms of reference for the functioning of these groups has been prepared.

DG Internal Market and Services

Training and awareness raising

As regards the training for new colleagues, there are plans to introduce a “tutorship” system whereby each newcomer could receive direct and practical information about the broad lines of Community policies, in particular about gender mainstreaming, from an experienced member of the same unit.

Other actions

Continue with the implementation of the following actions within the framework of the work programme for 2004, as set out in the Commission staff working document of 2 July 2004⁵¹:

(1) possibility for citizens to submit to the Commission enquiries relating to the application of Community legislation on gender equality;

- SOLVIT, a new network set up in July 2002 in order to find fast and practical solutions to all problems relating to the implementation of the internal market rules;

(2) possibility for citizens to seek information relating to Community legislation on gender equality;

- the “Your Europe” site⁵², which provides all citizens with a series of guides and national and European fact sheets on the rights and opportunities offered by the internal market. The new version of this site was launched on 17 February 2005;

⁵¹ SEC(2004) 911.

- The Citizens' Signpost Service, which consists of a team of lawyers who provide, within three working days, answers to questions raised by citizens about their internal market rights. The citizens will be directed to the service which best corresponds to their needs (national or European service like SOLVIT)

(3) collection of statistics on gender equality from:

- the “Your voice in Europe” site, which receives or requests the opinions of citizens and companies on the development or impact of Community policies relating to the internal market. This site forms of a wider initiative entitled “Interactive Policy-Making” (IPM).

IPM is an initiative consisting of 2 technical tools designed to collect information in a systematic way on various policy areas, and allow for “gender-specific” easy-to-use analysis;

- 1) IPM feedback mechanism: this data base covers 28 policy areas and should allow all Commission services to identify problem areas in terms of gender mainstreaming which can then be used for policy-making, evaluation, impact assessment and reporting;
- 2) IPM on-line consultations: this tool facilitates the launch of structured on-line consultations, and thus enables all Commission services to use the Internet to collect stakeholder opinions quickly and efficiently.

DG Justice, Freedom and Security

Mainstreaming of gender equality

There is gender mainstreaming in the implementation of the Council Decision establishing a **European Refugee Fund**⁵³ (ERF) – under Article 4(2), e.g. call for proposals for ERF Community actions taking into account the situation of vulnerable persons or persons with special needs.

Data collection and gender-sensitive indicators

A Eurobarometer poll on the “Attitudes and opinions of young people in the European Union on drugs” was carried out for the European Commission in 2004. It provided interesting information on the attitude of youth (15-24 years old) towards drugs. Some results of this survey were split by sex (e.g. rates of use of cannabis and other drugs among young people).

Other actions

Adoption of the Proposal for a Council **Directive laying down minimum standards for the qualification and status of third-country nationals and stateless persons as refugees**, in accordance with the 1951 Convention relating to the status of refugees and the 1967 protocol, or as persons who otherwise need international protection⁵⁴, including provisions which reflect the specific needs and position of refugee women and including gender-relevant references.

In the **2004 Annual Programme and call for proposals under the AGIS framework programme** on police and judicial cooperation in criminal matters, the topics relating to trafficking in human beings (in practice often aimed at the support of female victims and the prevention of trafficking crimes affecting women) have been retained.

⁵² <http://europa.eu.in/tyoureurope/nav/fr/citizens/home.html>

⁵³ European Refugee Fund of 28 September 2000 - Council Decision 2000/596

⁵⁴ Proposal of 12 September 2001 for a Council Directive laying down minimum standards for the qualification and status of third country nationals and stateless persons as refugees, COM(2001) 510

Expert group on trafficking in human beings⁵⁵: the group has examined the recommendations of the “Brussels Declaration” in more detail and submitted a report to the Commission with further proposals at EU level. Among the recommendations examined are various measures specifically aimed at better protecting women.

The **DAPHNE II Programme** was adopted by the European Parliament and the Council on 21 April 2004⁵⁶. It is the follow-up (2004 – 2008) to the Daphne Programme (2000-2003) and Initiative (1997-1999).

DG Regional Policy

Mainstreaming of gender equality

DG REGIO has created a High-Level Group on Gender Mainstreaming following the Commission’s communication “Implementation of gender mainstreaming in the Structural Fund programming documents 2000 – 2006”. High-level representatives from each EU Member State sit on this Group and share their best practices at the meetings. Two High-Level Group meetings were organised in 2004 with great success.

The internal Equal Opportunities working group is very active and meets several times a year.

DG Research

Mainstreaming of gender equality

Women and Science activities and actions have been included in the extended impact assessment of the Seventh Framework Programme.

Gender Watch System: Under the Gender Watch System, which involves mainstreaming gender issues at all levels of the implementation of the Framework Programme as well as in the research content, there were several new and interrelated areas of work in 2004:

- *Gender Action Plans*: development of tools to monitor and analyse the implementation of the GAPs (SESAM contract; Reporting Guidelines working group);
- *Gender Monitoring Studies*: to monitor mainstreaming in the thematic priorities and other areas of the Framework Programme;
- *Strategic database*: to contain all relevant information for institutions and organisations participating in the Framework Programme, for the policy process and for the EU-funded projects;
- *Practical tools to enhance the Gender Watch System*: call for proposals to develop new tools and approaches for mainstreaming and monitoring gender equality in European research.

Statistics and gender-sensitive indicators

Sex-disaggregated statistics are collected regularly from Member States and indicators are calculated and published to measure progress towards gender equality in European science.

Monitoring progress towards gender equality – Women in Science Statistics: Statistical work has been articulated around three axes:

⁵⁵ Expert group on trafficking in human beings set up by a Commission Decision of 25 March 2003

⁵⁶ Decision No 803/2004/EC of 21 April 2004 adopted the DAPHNE II Programme

- Ensuring that all relevant research statistics at EU-level are sex-disaggregated.
- Disseminating emerging statistics and indicators.
- Developing new measures of inequality, exploiting new data sources and improving the quality of existing data.

To complement the Science Technology Innovation (STI) statistics collected by Eurostat, more detailed sex-disaggregated data on European researchers are being collected annually via the Statistical Correspondents, a sub-group of the Helsinki Group on Women and Science, and a set of gender indicators have been developed to measure progress towards gender equality in science. The most comprehensive set of Women and Science data and indicators were published in *She Figures 2003*. The Women and Science Statistics are included in various Women and Science publications as well as disseminated on the web⁵⁷.

Framework Programme statistics on the representation of women and men in programme committees, advisory groups, and evaluation panels and as project coordinators, Marie Curie fellows and experts listed in the expert database are also monitored and presented.

Other actions

Promoting gender equality in science in the wider Europe (ENWISE): The Enwise Expert Group, which started its work in October 2002, has now finished its task. The final report was delivered by Professor Ene Ergma and her Expert Group to Commissioner Busquin on 30 January 2004 in Brussels, in the presence of more than 50 representatives of the Member States and all the countries associated with the Sixth Framework Programme. The subsequent press conference was attended by over 50 journalists from the European media. The Enwise final report has been posted on Europa and a glossy publication is also available. The Executive Summary is being translated into the 10 Enwise languages. The report's facts and findings as well as its recommendations were widely debated, in the presence of Commissioner Busquin, at a conference "Enlarging Europe with/for women scientists" organised in Tallinn, Estonia, on 9-10 September 2004.

Mobilising women scientists in the private sector – Women in Industrial Research (WIR): Important steps have been taken to achieve a better understanding of the position of Women in Industrial Research (WIR) since the 2002 launch of the High-Level STRATA-ETAN Expert Group: "Women in Research in the private sector". Following a number of WIR activities, conferences and publications in 2002-2003, several EU Member States launched specific actions to promote women in industrial research and reported on their WIR action plans in the summer of 2004. A new Expert Group "Strengthening the Business Case for Women in Industrial Research and Development – WIR Business Case Group" was set up in December 2004 to analyse the business case for gender equality in private R&D, to identify and evaluate good practices and to encourage more companies to take action.

Minimising gender bias in the definition and measurement of scientific excellence: In October 2003 the Women and Science Unit co-organised, with the JRC and the European University Institute (EUI) in Florence, an expert workshop on gender issues in relation to scientific excellence. The focus of discussions was on ways of improving the evaluation and measurement of scientific excellence, and the functioning of the scientific system as a whole, to ensure that it is free from gender bias. The workshop focussed in particular on the need to ensure transparent and fair methods for assessing merit, quality and productivity. The

⁵⁷ http://europa.eu.int/comm/research/science-society/women/wssi/index_en.html

Florence workshop resulted in 2004 in a new publication: *Gender and Excellence in the Making*. This analyses the extent to which existing procedures, definitions and criteria regarding scientific excellence are gender-neutral. It contains a synthesis report of the workshop as well as experts' papers. The publication was launched during the Euroscience Open Forum, which was held in Stockholm 25-28 August. At this conference, DG Research also organised several sessions, including two gender sessions.

European Platform of Women Scientists: DG Research launched a study on networks of women scientists with the aim of identifying and surveying existing networks and in order to develop scenarios and provide recommendations for the setting up of a European Platform of Women Scientists. On the basis of the study's recommendations, a call for proposals for the establishment of the European Platform was published in 2003 and was processed during 2004. *It is planned to set up the European Platform in mid-2005.* Future tasks include:

- identifying strategic links between the European Platform and similar organisations at international level;
- identifying gaps in the scientific coverage of the Platform, and launching strategies to remedy this;
- assisting the Platform in developing a prospective approach to gender mainstreaming in the European Research Areas (ERA).

DATAWOMSCI – Study on databases of women scientists⁵⁸: The DATAWOMSCI project is a feasibility study on the integration of existing expert databases and other digital or non-digital resources on women scientists in Europe. The integration of such resources is aimed at making women scientists in Europe more visible and accessible. The DATAWOMSCI project has three main objectives:

- To collect information on databases of women scientists in the EU Member States and the countries associated with the Sixth Framework Programme and to present a structured coverage and overview of already existing databases
- To undertake a feasibility study of the technical possibilities of linking these databases
- To develop quality criteria and formulate recommendations to build future databases of women scientists. This third objective will include references to best-practice examples identified in the course of the project.

The project is run by a consortium coordinated by CEWS (Centre of Excellence for Women and Science) in Bonn. The consortium has 4 other partners in the Czech Republic, France, Norway and the United Kingdom.

CEC-WYS – Central European Centre for Women and Youth in Science: The Central European Centre for Women and Youth in Science is a project that was selected for funding under the open call for proposals for Science and Society in 2003. The Centre builds upon and expands the experience of the National Contact Centre – Women in Science, established in 2002 by the Czech Ministry of Education at the Institute of Sociology of the Czech Academy of Sciences, which is the first of its kind. Its primary goals are to promote, mobilise and network women and young people in science in central Europe. The Centre involves Hungary, the Slovak Republic, Slovenia and the Czech Republic and draws on the experience

⁵⁸ http://europa.eu.int/comm/research/science-society/pdf/portfolio/women-datawomsci_en.pdf

of partners from Romania, France and Italy. The new resources centre was launched on 23 September 2004

Women and Science Call for Proposals 2004: In line with the Science and Society work programme for this year, a call for proposals in the field of Women and Science was published on 30 April 2004, with a closure date of 15 October 2004. Proposals were invited in four areas:

- (1) supporting the empowerment of women scientists and engineers and promoting public debate;
- (2) ambassadors for women and science;
- (3) developing a better understanding of the gender issue in scientific research; and
- (4) practical tools for mainstreaming and monitoring gender equality.

The first two topics concerned only specific support actions. For the last two proposals, coordinated actions and research projects could also be submitted.

Priority 7 Call for Proposals 2004

Under the Second Call of FP6 Specific Programme “Integrating and Strengthening the European Research Area”, Priority 7: Citizens and Governance in a knowledge based society” [Work Programme 2004 – 2006], the following Task has been incorporated:

7.1.2. Gender and Citizenship in a Multicultural Context.

Gender relations influence and at the same time are affected by different notions and practices shaped by diverse cultures. The objective is to develop significant new perspectives on how different and changing notions and practices of citizenship relate to gender issues in Europe’s multicultural context and the implications for policies. Integrated Projects and/or Networks of Excellence should examine how current notions of citizenship and multiculturalism incorporate a gender perspective, with focus on the European context; the relations between gender, race, ethnicity, class and different notions and practices of citizenship; what are the differences, and why, between women’s and men’s participation and engagement in political and civil life –with focus on possible differences or similarities in more homogeneous or more multicultural settings; different access to and exercise of political, economic, civil and social rights –including how different institutions and governance modes enable, or hamper, equal participation and the access of gender issues on the political agenda; perceptions of ‘nationality’, ‘European citizenship’ and ‘cosmopolitanism’ from a gender perspective; impacts of notions and practices of citizenship and multiculturalism on policies which actively address issues of gender and on women’s quality of life (e.g. family, work, local community); gender aspects in processes of exclusion from / inclusion for citizenship - and the roles of social, political, legal and other factors in shaping them.

14 proposals have been received for Networks of Excellence and Integrated Projects and will be evaluated shortly.

Scientific Support to Policies Call for Proposals 2004

Furthermore, under the Scientific Support to Policies (SSP) 2004 Work Programme (SP1 – SSP4), Task 2.5. Comparative research of factors underlying migration and refugee flows, including illegal immigration and trafficking in human beings”, included the following:

Task 3- Integration of Female Immigrants in their Host Societies. Nearly half the immigrants entering the EU every year are now female. Although many arrive as part of a family unit, a sharply increasing percentage is coming through choice to become employed in the caring professions or as domestic workers whereas others are being trafficked into EU member states for both labour and sexual forms of exploitation. The objective is to identify and analyse patterns and processes which facilitate the integration of female immigrants in a socially cohesive manner economic and social opportunities within European societies."

2 proposals passed the threshold under this task and will be funded by the EC.

DG Development

Mainstreaming of gender equality

A new legal basis to promote gender equality in development cooperation was adopted in 2004 by Council and the European Parliament. The Regulation (EC) 806/2004 covers the years 2004-2006 with a total budget of € 9 million. It reinforces both the strategy of gender mainstreaming and the empowerment of women through specific measures. The regulation establishes clear links between the political goals of the Beijing Platform for Action and the Millennium Development Goals, which both call for 'gender equality, the empowerment of women and the need for action against obstacles to gender equality worldwide'.

The thematic budget line on promoting gender equality in development cooperation was programmed for the years 2005-2006. The focus of supported actions under this budgetary item is on promoting change in attitudes and behavior of adolescent boys and girls concerning gender roles and responsibilities related to prevention of violence against girls and women.

Preparatory work for a Commission Working Document on 'A European Vision on Gender Equality in Development Cooperation' and promoting gender equality as a goal in its own right was initiated for completion in 2005.

The inter service quality support group and DG DEV and RELEX Policy Units in charge of thematic issues have produced methodologies and country strategy programming guidelines for gender mainstreaming. New practical tools for use by country desk officers in their preparation of country strategy papers and their reviews were prepared.

Training and awareness rising

Collaboration between RELEX DGs on training and capacity building activities has continued with EuropeAid being in the lead.

Member States' Coordination

Regular exchange organised by DG DEV between the EC and the Member States gender experts took place. Focus of discussions during the year was on the preparation for the Beijing+10 Review and the MDG Summit and assessments and outcome from a gender perspective of country strategies in the Mid-term review.

Mid-term review of the Country Strategy Papers from a gender perspective

The level of gender mainstreaming was assessed in 24 selected country strategy papers. The assessment focused on gender integration in the: a) Country policy agenda b) Political,

economic and social situation c) Overview of past and ongoing cooperation in focal sectors. The documents were assessed on their **availability or lack** of: gender analysis and sex disaggregated data in the above mentioned chapters including gender profiles (country or sector), reporting on MDG No 3 on gender equality and empowerment of women, and reporting on Beijing Platform for Action. The assessment has shown an **overall improvement in comparison with the first generation CSPs** in terms of gender integration in focal sectors, particularly in the interventions of education, food security/rural development and transport/sanitation and water. The use of **sex-disaggregated data** has improved overall but is still mostly used in the context of education

DG Enlargement

Mainstreaming of gender equality

DG Enlargement continued to monitor the transposition, implementation and effective enforcement of the *acquis* in gender equality matters in the 10 acceding and 3 candidate countries. For the 10 acceding countries, the work of DG Enlargement ended with their accession to the EU as Member States on 1 May 2004.

For all Phare activities, DG Enlargement has stipulated a standard project fiche format, which contains a section to be completed on equal opportunities. In this section, the author of the fiche is to say how equal participation by women and men would be assured and measured. In the 2004 Phare Programming Guide, guidance on how to deal with this issue was expanded and a link provided with Commission's gender equality web portal. Specifically for Economic and Social Cohesion, Annex 2 of the Phare Programming Guide stipulates that the Structural Fund approaches in the area of gender mainstreaming should be used to the maximum extent possible, and the REGIO technical paper on "Mainstreaming equal opportunities" is included in the reference documents section. The importance of gender mainstreaming will again be highlighted in the 2005 Phare Programming Guide, which is in preparation and which will include Croatia. Moreover, DG Enlargement encourages beneficiary countries to provide assistance to NGOs, including those specifically concerned with equal opportunities.

The preparation of the Joint Inclusion Memoranda (JIM) made the acceding countries aware of the need to integrate the gender perspective into every stage of policy processes — and the corresponding need for social statistics broken down by gender — with a view to promoting equality between men and women.

The "Practical Guide on Gender Mainstreaming in the Joint Inclusion Memoranda (JIMs) for future Member States" was distributed to all acceding countries, and the issue was considered during the drafting of the JIMs.

As a result, the draft JIMs include an overview of the state-of-the-art in acceding countries concerning the promotion of gender equality in relation to the policy actions taken to fight poverty and social exclusion. Cyprus, the Czech Republic, Estonia, Lithuania, Slovakia and Slovenia are well aware of the need to mainstream the gender dimension in their policies, while in Hungary, Latvia, Malta and Poland the JIMs have given them the opportunity to increase awareness and set up specific bodies dealing with gender equality.

Other actions

Small-scale projects were supported under the Small Projects Programme (SPP). This programme supports activities aimed at obtaining a closer and greater involvement of citizens in the activities of the European Union. In particular, the Programme supports the efforts made by the accession and candidate countries to join the European Union and facilitates the enlargement process by helping different actors be better prepared for and informed about accession matters. Projects must relate to the enlargement process and specifically to the implementation and enforcement of the *acquis*, including the promotion of gender equality.

Furthermore, through the Preparatory Actions on the “Impact of Enlargement in EU Border Regions”, projects promoting employment, qualification and socio-cultural initiatives for vulnerable groups of the labour force (including women) in EU regions bordering the accession and candidate countries were also supported.

A specific Phare twinning project in the field of equality between men and women has been launched with Romania with the aim of establishing in early 2005 a National Agency for Equal Opportunities for women and men and of providing training for civil servants at central and local level, for jurists and magistrates and for employers and employees on the practical implementation of the gender equality *acquis*.

Gender equality aspects are also present in the field of justice and home affairs and RELEX DGs, where there is a specific need to fight the trafficking of human beings. One of the concerns is the trafficking of vulnerable population groups, such as women. The Commission keeps on reminding the acceding and candidate countries of their commitments in this area. However, most of the countries are well aware of the problem and continue their efforts to solve it. DG Enlargement continues to monitor progress in the field of the equal treatment of women and men until the accession of each country.

EuropeAid

Training and awareness raising

A **Gender Help Desk** has been set up in cooperation with the International Training Centre of the ILO. The Help Desk provides methodological support to colleagues within the Relex Family and in European Commission (EC) Delegations to third countries for mainstreaming gender in the EC cycle of operations.

A **Toolkit on mainstreaming gender equality in EC development cooperation** was finalised in December 2004 and has been the basis for the development of specific **training sessions on gender mainstreaming** for staff at headquarters (DG Relex, DG DEV and AIDCO) and in delegations and for our partners in developing countries. Introductory and in-depth courses on gender mainstreaming in development cooperation were held in Brussels in June and October 2004. Specific training sessions for the Gender Focal Persons in AIDCO were also provided in the course of the year.

Training for EC Delegations in developing countries started in September 2004. Courses were provided for EC staff and partners in the field in Georgia, the Philippines and Kenya.

Supporting projects

The AIDCO 2004 Annual Work Programme for Community-specific actions to integrate gender equality into development cooperation focussed on the financing of actions in favour

of women to enhance their access to paid employment in non-agricultural sectors. The aim of EC intervention was to raise awareness and monitor trends in this area and to participate in the dialogue within countries and the development of national strategic plans. A **call for proposals** to implement the 2004 Annual Work Programme was launched in December 2004, with an overall budget of €2.9m.

Projects selected through the 2003 call for proposals and focusing on improving gender equality in the education sector and the position of women in decision making started their activities in 2004.

Increased visibility and information sharing

The Gender Focal Persons Network which provides a discussion forum and makes proposals for mainstreaming gender has been consolidated during 2004. In order to improve visibility and share practices in the area of gender and development both a public website and an internal intranet site dedicated to gender issues have been developed. In addition to the websites, the first issue of the quarterly Newsletter on Gender Equality in EC Development Cooperation has been circulated. It contains information on latest trends, on EC projects and programmes, good practices and ideas for further reading on gender and development.

DG Personnel and Administration

Mainstreaming of gender equality

In the reform of the Staff Regulations, which came into force on 1 May 2004, a series of measures were adopted to prohibit discrimination, in particular on grounds of sex, and to extend the provisions on equal opportunities.

In addition, in 2004 the Fourth Action Programme for equal opportunities for women and men was adopted⁵⁹. This takes as its starting point the conclusions of an evaluation of the third action programme which highlighted that the majority of staff considered that insufficient priority was being given to the issue of equal opportunities. **The fourth action programme therefore proposes measures in the fields identified as priorities in the evaluation.** This will be followed up and evaluated by annual reports and scoreboards on equality published for each DG, plus an annual report by DG ADMIN giving a comprehensive evaluation of the programme and a ranking of the most successful DGs. This will provide a means of measuring the progress made against the objectives set.

Data collection and gender-sensitive indicators

Statistics on staff are broken down by gender. Various cross-references are possible: by category, grade, DG, age and nationality. The SYSPER data base offers a means of keeping up to date the principal data relating to staff, including by sex. This systematic breakdown allows analysis of trends in female representation within the Commission. It also provides a basis for setting annual targets for the recruitment of women in category AD (ex A) and for appointments of women to middle and senior management posts.

Training and awareness-raising

⁵⁹ Fourth Action Programme for equal opportunities for women and men - SEC(2004)447/5.

The conference organised on 8 March, Women's Day, provided an opportunity to inform many colleagues about gender equality in the context of enlargement, the European Parliament elections and the new Commission. This year a 2-hour module on equal opportunities is planned in the induction course "Learning together" for all newcomers to the Commission. Three late-afternoon video sessions were also organised in 2004 on the theme: "Equal opportunities: what does it mean for managers?"

The fourth action programme was published in French and English and distributed to all staff. The Intranet site (Intracomm) was updated and covers all DG ADMIN's policies in the field of equal opportunities.

Other actions

The objectives for the recruitment of women in category A and appointment of women to middle and senior management posts, within the framework of both the operational budget and the research budget, were monitored.

Eurostat

Statistics and indicators

The LFS (Labour Force Survey) is now collecting micro-data for 30 countries on a quarterly basis. A new data collection extended to 28 countries, based on the 2002 Structure of Earnings Survey, took place during 2004. Data from SILC (Statistics on Income and Living Conditions) were available for AT, BE, IE, IT and NO. For the remaining EU-25 and candidate countries, a transitional collection of Laeken indicators has been organised (including standard breakdowns by sex).

The presentation of Laeken indicators on Eurostat's website has been expanded to include sex and age breakdowns, where possible. This information is also formatted and supplied for use in various Commission reports.

A preliminary set of pension indicator data including breakdowns by sex has been produced and supplied to DG.EMPL.

All the data collections for the Health and Safety at Work statistics, as well as the freely disseminated data (previously New Cronos), include sex as a variable. The following statistical data are therefore available by sex:

- accidents at work
- commuting accidents
- occupational diseases
- work-related health problems

Finally, the annual Community survey on ICT usage in households/by individuals has provided gender-specific background characteristics since 2002.

Presentation of gender statistics

New publications, such as the quarterly results for the LFS or Statistics in Focus (SiF) on Internet usage by individuals and enterprises, now present gender statistics.

Development of gender indicators in the different policy areas

Eurostat collaborated with DG EMPL in the discussion within the EMCO indicators group on this topic and provided information and advice for DG EMPL publications.

Gender pay gap

Gender pay gap data for the reference year 2003 have been collected for the structural indicator exercise (Spring report 2005). These data are mostly based on national sources since the most recent data available for the ECHP (European Community Household Panel) relate to 2001. Where possible, an evaluation of the impact due to the change in the source has been given.

Indicators on childcare and care for other dependents

After the revision of the work programme for 2004, Eurostat has limited this activity to inputs from SILC and the LFS. A more complete set of data for SILC is not expected until the end of 2005. The new variable on care to be introduced in the LFS will not be implemented until the first quarter of 2006. For this reason, all work concerning this topic has been postponed until 2006.

Time use surveys

A pocketbook on how Europeans spend their time was published in 2004 containing data from 1998-2002. It covered ten countries (BE, DE, EE, FR, HU, SL, FI, SE, UK and NO).

During 2004, preparatory work was conducted to set up a **database for harmonised micro-data on time use** and grant agreements were signed with eight Member States. Sweden and Finland will lead the project and other countries such as UK, FR, DE, NO, IT and ES will also provide data in an appropriate format.

CEIES seminar on gender statistics

The seminar took place in Stockholm in June 2004.

ANNEX 2

Work programme of each Commission service in 2005

DG Agriculture and Rural Development

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Gathering of data and best practices for gender mainstreaming and specific actions in favour of rural women in rural development programmes and Leader+ projects.</p>	<p>Preparation for implementation of gender mainstreaming in the next rural development programmes 2007-2013:</p> <p>1) EU Strategic guidelines for rural development 2007-2013. Member states will have to translate the EU priorities into their national strategy plans and later into their rural development programmes. One of the EU cross-cutting priorities will be the focus on the human capital aspect and the participation of particular groups such as women because of the specific role they can play in rural development. It will have to be ensured that the draft national strategy plans adequately respond to the EU guidelines in the field of gender.</p> <p>2) Inclusion of gender data in the definition of monitoring and impact indicators for the next programming period especially in areas where disaggregating data on gender may be relevant. For instance, the number of beneficiaries of measures and the number of jobs created by the supported measures could be disaggregated by sex.</p> <p>Synthesis of the mid-term evaluations of the rural development programmes 2000-2006. One of the evaluation questions is to assess how gender has been taken into account in the programmes. The evaluation results should be available at the end of the year.</p>
Measures to provide specific advantages for the under-represented sex or to prevent or compensate for the disadvantages of one sex in a policy area (specific actions)	
<p>Continuation of the meetings with the standing group "Women in rural areas" to further discuss the new policy and exchange information and views.</p> <p>Participation in seminars and events concerning women in rural areas.</p>	<p>Launch of a "Study on employment in rural areas (demographic and employment trends – in particular for young people and women – and typology of rural areas)". Results are expected by the end of 2005.</p>

DG Education and Culture

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
	<p>Evaluation</p> <p>DG EAC has scheduled an external evaluation of gender mainstreaming to take place in 2005. It will cover all existing EAC programmes and actions. Its results and conclusions will help strengthen gender mainstreaming throughout DG EAC programmes and contribute to a greater efficiency of various actions as regards gender equality.</p>
<p>Statistics and indicators</p> <p>For the production of statistics disaggregated by sex, particular efforts will be devoted to the improvement of the data-collection in decentralized actions.</p> <p>In the follow-up on concrete objectives of the education policy, the analysis will be continued in order to disaggregate the selected indicators in a relevant way. Moreover, the follow-up of the recommendations by the sub group "gender equality" of the active Citizenship Group will be assured, in particular with regard to the significant indicators.</p>	<p>Statistics and indicators</p> <p>The results of the evaluation envisaged in 2005, as described above, will permit to formulate more significant indicators in the context of gender equality.</p>
	<p>Training</p> <p>Training of project managers: A course in implementing the gender mainstreaming policy throughout EAC programmes and actions will be set up, with the possible participation of external experts (Human resources).</p>
<p>Information and communication</p> <p>A better identification of the specific actions by program and actions in DG EAC, in the respect of the commitments entered into in Strategy;</p> <p>A better diffusion of the contents of Framework Strategy to various actors of programs and actions.</p> <p>Socrate II</p> <p>In the general call for proposals and in the Guide for Candidates for the 2005 SOCRATES program, it is mentioned that the Commission and national Agencies must take into account certain selection criteria when selecting projects on Community level. In particular, the promotion of equal opportunities between women and men should be taken into account.</p>	<p>Information and communication</p> <p>Preparation of special issue of the Magazine of education and culture, devoted to equality between women and men, which will be published in June 2005. Improvement of the visibility and diffusion of good practices with development of special compendium about gender quality.</p> <p>Socrates II</p> <p>In the Minerva action, the projects which urge to hoose new information technologies in the educational process will be encouraged, to resolve certain imbalances noted from an aspect of gender equality.</p> <p>The action of information towards the national agencies (via network NETY) will be organized in 2005, at the same time as the assessment and the follow-up of the action plan 2001-2002 and the work of regrouping themes around gender dimension.</p>

<p>Leonardo</p> <p>The topic which relates to integration on the labour market, stresses the exchanges of good practices, giving the increase of qualification and access to the labour market, for disadvantaged groups, of which women to facilitate their entry or their return in the professional world. will be favoured</p>	<p>Leonardo</p> <p>In 2005, the priority themes of the new call for proposals relate to the transparency of the qualifications, the improvement of the quality of teaching and vocational training, the use of the NTIC for training and teaching and to the training of teachers and trainers.</p>
<p>Youth</p> <p>The Youth unit will take care that the gender distribution in the Youth program is maintained in 2005 and that it is improved, in particular, for the action concerning the access of girls and women to management or decision-making posts in youth organizations.</p> <p>In the program Euro-Med Youth, equal opportunity will be a priority also in 2005.</p>	<p>Youth</p> <p>The European Youth Portal will be reinforced in its role as tool for information and promotion of EGA activities.</p>
<p>Civil society</p> <p>The role of Town twinnings as means to promote the European strategy of gender equality will be reinforced in order to associate the women more closely in the construction of Europe.</p>	<p>Civil society</p> <p>In the call for proposals concerning the action of support for Town twinnings for 2005, the balanced participation of men and women is specified as an evaluation criterion. The exchanges will be favoured which relate to themes integrating the gender dimension.</p>
<p>Sport</p> <p>2005 will be devoted to the evaluation of <i>the European Year of Education by Sport (EYES)</i> and a particular attention will be given to the gender equality issues. A particular attention will be paid to the use of sport as a tool for promotion of gender equality.</p>	
<p align="center">Measures to provide specific advantages for the under-represented sex or to prevent or compensate for the disadvantages of one sex in a policy area (specific actions)</p>	
<p>Life long learning</p> <p>Within the framework of the policy of education and life long learning, a better awareness of girls as well as of boys to the non-traditional careers will be promoted.</p>	<p>Life long learning</p> <p>An effort will be made to raise the awareness of girls and women to new technologies (NTI). An effort will be devoted to raising the awareness among boys in direction of social careers</p>

DG Employment, Social Affairs and Equal Opportunities

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
	<p>Horizontal issues</p> <p>The Commission is to adopt a proposal for a regulation creating an Institute for Gender Equality⁶⁰.</p>
<p>Employment</p> <p>The Joint Employment Report 2005⁶¹ assesses the progress achieved by the Member States in implementing the Employment Guidelines, including the specific guideline on gender equality, which covers both gender mainstreaming and specific actions.</p>	<p>Employment</p> <p>Joint seminar with the OECD on the integration of immigrant women in September 2005</p>
<p>Social inclusion and social protection strategy</p> <p>A two-phase study on “Indicators by gender of Social Exclusion and Poverty” will be finalised by the end of 2005. The aim is to create a Europe-wide set of gender indicators in this area.</p>	<p>Social inclusion and social protection strategy</p> <p>Preparation by the EU-15 Member States of implementation reports on NAPs/Inclusion and by the EU-10 Member States of updates of their 2004-6 NAPs (in mid-June 2005). A study on “How household structures and the roles of women and men affect poverty and social exclusion” will be launched.</p>
<p>Pension process</p> <p>Work on the Portability Directive will continue with a view to having it adopted by the Commission in February 2005. As a result of improved acquisition and preservation conditions for supplementary pension rights, employees interrupting their careers for family reasons would also benefit from this measure (primarily targeted at mobile workers).</p>	<p>Pension process</p> <p>National strategy reports will be submitted by the Member States in July 2005. A more detailed analysis of the gender dimension will be included in the report to be presented by the end of the year. It is important to ensure that the gender dimension of pensions is fully taken into account in the streamlined objectives for social protection and social inclusion.</p>
	<p>Open Method of Coordination on health and long-term care</p> <p>The Member States will submit preliminary reports on health and long-term care in April 2005. These will form the basis for a further discussion on common objectives, which will take into account the gender dimension. In parallel, exploratory work on indicators will be undertaken. Indicators capturing the gender dimension are to be considered.</p>
	<p>Communication on social and health services of general interest</p> <p>The Commission will pay particular attention to the promotion of equal opportunities in connection with modernisation of this sector</p>

⁶⁰ Proposal of 8 March 2005 for a Regulation of the European Parliament and of the Council establishing a European Institute for Gender Equality, COM (2005) 81 final – 2005/0017 (COD)

⁶¹ Joint Employment Report 2004/2005, COM (2005) 13 final

	<p>Labour law</p> <p>Draft Green Paper on the development of labour law: gender mainstreaming in untypical jobs. Consultation on the revision of Directive 94/45/EC⁶² (European Works Council): balance between the proportion of women in the workforce and the proportion of candidates for representative bodies.</p>
<p>European Social Fund</p> <p>Following the completion of the mid-term review in the EU-15, the focus in 2005 will be to build on the established principles of gender mainstreaming policy. While a number of specific initiatives are planned for 2005, they are essentially designed to strengthen the existing mechanisms of '<i>gender proofing</i>' at all appropriate levels of the planning, programming, implementation, monitoring and evaluation phases.</p> <p>A number of specific initiatives will, however, be further 'rolled out' in 2005 in line with the need to increase the overall effectiveness and awareness of gender mainstreaming as a policy tool. For example:</p>	<p>European Social Fund</p> <p>EQUAL</p> <p>Steps will be taken to: ensure that the issue of gender mainstreaming is sufficiently developed in all of the national EQUAL Programmes of the new Member States; ensure that the gender equality principle is adequately reflected in the Community Strategic Guidelines (CSG); ensure that the draft National Strategic Reference Frameworks adequately respond to the CSG in the field of gender equality.</p> <p>ESF mainstream</p> <p>Across all Member States, there will be a range of efforts to promote gender mainstreaming. In particular, the web and other interactive communication instruments will be used.</p>
<p>Anti-discrimination</p> <p>In the context of financing the operating costs of European-level umbrella NGOs representing victims of discrimination, DG EMPL will request that they factor in the gender dimension in their work programme for 2004/2005 and provide information broken down by sex where appropriate.</p>	<p>Anti-discrimination</p> <p>In the second (2004-2006) transnational action programme to combat discrimination, the Commission is finalising a questionnaire, one objective of which is to obtain statistics on the participants in the training and awareness-raising activities, including a breakdown by sex.</p>
<p>Industrial relations</p> <p>Continued support for the activities of employers' and employees' organisations in industry within the framework of their common work programme for 2003-2005 (follow-up of the negotiations in the field of equal opportunities with a view to establishing a framework for action) (probable completion of the negotiations in February 2005).</p> <p>Continued support in order to improve female participation in employers' and employees' organisations in industry, with particular attention to the new Member States and the accession countries.</p>	<p>Industrial relations</p> <p>Continued support for the activities of employers' and employees' organisations within their framework work programme for 2003-2005 (seminar to study the possibility of negotiating a voluntary agreement on harassment in 2005).</p>

⁶² Council Directive 94/45/EC of 22 September 1994 on the establishment of a European Works Council or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees.

	<p>Integration of people with disabilities</p> <p>There will be a request for statistics broken down by sex in a study on indicators and in a study on institutions for people with disabilities.</p> <p>The actions for the next phase of the Commission's European Action Plan for Equal Opportunities for People with Disabilities (2006-2007) are to take into account gender issues.</p>
<p align="center">Measures to provide specific advantages for the under-represented sex or to prevent or compensate for the disadvantages of one sex in a policy area (specific actions)</p>	
	<p>European Employment Strategy.</p> <p>Development of indicators on care for other dependants</p>
<p>EQUAL initiative and European Social Fund.</p> <p>The themes <i>Improving Work-life Balance</i> and <i>Breaking down vertical segregation</i> in the EQUAL Community Initiative continue to be part of the EQUAL programmes of the EU-15 Member States.</p> <p>ESF interventions will be monitored to determine whether they effectively respond to the specific needs and situation of women in the labour market.</p>	<p>EQUAL initiative and European Social Fund.</p> <p>The themes <i>Improving Work-life Balance</i> and <i>Breaking down vertical segregation</i> in the EQUAL Community Initiative have been incorporated in the EQUAL Programmes of the new Member States.</p> <p>Steps will be taken to ensure that participation in the second round of EQUAL is gender-balanced and that specific measures support gender equality.</p>
	<p>Programme relating to the framework strategy</p> <p>Priority theme in 2005: the role of men in the promotion of gender equality, in particular the role of men and fathers in the reconciliation of work and private life.</p>

DG Energy and Transport

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>General</p> <p>Efforts have been stepped up to ensure a balance between men and women on selection boards, as in all other regular activities, such as training, calls for proposals, etc. These efforts will be continued and intensified in the future</p>	<p>General</p> <p>In the past, studies were cofinanced to evaluate gender-related issues in the transport sector. In the same way, in the future other specific studies should be considered to complement the general studies. These general studies, which aim at evaluating the impact of the DG's policies, in particular their social impact, should include a systematic breakdown of the data by gender. This approach will be developed in the context of the new framework programme for research and development activities.</p>
<p>Transport</p> <p>Gender problems are being analysed in the joint study by DG EMPL and DG TREN relating to harassment at work in the maritime transport sector. This study will be completed soon. An educational video will be produced within the framework of this study and guidelines will be drawn up to raise awareness of the phenomenon and thus prevent harassment (whether moral or sexual) on board boats.</p>	<p>Transport</p> <p>In the road transport sector, a study on the establishment of a traffic observatory will have to analyse the breakdown of drivers of passenger and goods vehicles between women and men.</p> <p>As regards road safety, DG TREN will encourage the Member States to communicate indicative gender-sensitive data for the "Road Safety Quick Indicator" (a tool which aims at providing indicators concerning road accidents).</p>
Measures to provide specific advantages for the under-represented sex or to prevent or compensate for the disadvantages of one sex in a policy area (specific actions)	
<p>Energy</p> <p>Sectoral associations for women should be supported more actively in the future and should be encouraged to become active in the energy sector. The Commission is already supporting "Women in energy", an informal discussion group consisting of women occupying management posts.</p>	
<p>Transport</p> <p>Associations of women should be encouraged to become more active in the transport sector. Greater interaction and support must be ensured for such entities. For example, in the shipping sector, the Women's International Shipping and Trade Association (WISTA) has been organising interesting activities which should be regarded and encouraged as good practice.</p>	

DG Enterprise and Industry

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
<p>Under the Action Plan on Entrepreneurship, actions for 2005 will focus on the issues of access to finance for women entrepreneurs and entrepreneurial networking.</p> <p>An expert meeting devoted to the identification of good practices in the field of access to finance will be organised in the first half of 2005.</p> <p>Action to complete, update and improve the information available in the Women's Entrepreneurship Portal⁶³ (<i>pending: to be set up in EUROPA by the end of 2004</i>).</p> <p>Continued cooperation with the WES network and with professional organisations and networks of women entrepreneurs.</p> <p>Continued cooperation with international organisations such as the OECD, ILO and UNECE.</p>	<p>A Best project on "social protection of new entrepreneurs and their co-working partners" will be launched in 2005. It will consist of a study to analyse the influence of the level of social coverage on the decision taken by new entrepreneurs to set up their companies. It will include a comparison of national legislation and a survey to determine the knowledge of entrepreneurs and their spouses regarding the extent of social coverage and to investigate the financial capacity of new entrepreneurs to take out private social coverage (aiming to assess the impact of this knowledge on the entrepreneur's decision to set up a company). A group of experts will then identify best practices. The results of this project are expected for 2006.</p>

DG Environment

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Training</p> <p>As a follow-up to the training session on gender mainstreaming at director/head of unit level, standardised training on gender mainstreaming for staff at all levels will be organised.</p> <p>Raising awareness on gender issues in the DG by updating the website.</p>	<p>Training</p> <p>Evaluation and standardisation of training in gender mainstreaming and implementation in existing training modules.</p>
<p>Studies</p> <p>Follow-up to the study "Research into Gender Differentiated Impacts of Municipal Waste Management Planning in the EU". Dissemination of the results of the study with a view to developing guidelines for Member State waste management planning.</p>	<p>Studies</p> <p>Gender impact study to assess whether the Water Framework Directive and its implementation strategy may impact differently on men and women (depending on the availability of financial resources). This study was already planned in 2003 but has not been launched due to a lack of resources.</p>
<p>Implementation</p> <p>Implementation of Commission Decision 2000/407/EC⁶⁴ of 19 June 2000 to improve the gender balance in the Commission's committees and expert groups (target of 40% female participation).</p> <p>Gender impact assessment in the evaluation and selection of project proposals (for instance the LIFE</p>	<p>Implementation</p> <p>Monitoring of the implementation of Commission Decision 2000/407/EC of 19 June 2000 to improve the gender balance in the Commission's committees and expert groups.</p> <p>Improving the integration of a gender perspective into environmental policies by using gender impact assessment.</p>

⁶³ http://europa.eu.int/comm/enterprise/entrepreneurship/craft/craft-women/womenentr_portal.htm

⁶⁴ Commission Decision 2000/407/EC of 19 June 2000 relating to gender balance within the committees and expert groups established by it (notified under document number C(2000) 1600)

programme).	
Mainstreaming of a gender perspective into DG ENV's activities on human health and employment, access to information, and waste management.	
Measures to provide specific advantages for the under-represented sex or to prevent or compensate for the disadvantages of one sex in a policy area (specific actions)	
Gender impact study: gender data in the waste management industry.	Development of indicators on the participation of women in environmental projects/activities.

DG Fisheries and Maritime Affairs

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
	Member States have been persuaded to adopt initiatives aiming at gender mainstreaming in their Structural Fund programmes.
Measures to provide specific advantages for the under-represented sex or to prevent or compensate for the disadvantages of one sex in a policy area (specific actions)	
	A conference will be organised where best practices in innovative actions will be presented. Specific attention will be devoted to projects to improve the role of women in the fisheries sector.

DG Health and Consumer Protection

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Consumer protection</p> <p>DG SANCO considers that consumer policy is by definition gender-neutral. The instruments and policy initiatives launched under this policy are likewise neutral. To the extent that there are subgroups of consumers warranting special attention, they come under income groups, social categories of consumers, or consumer interests differing according to geographical areas. Consumer policy actions and measures do not therefore include specific gender mainstreaming measures.</p>	
<p>Health</p> <p>The Commission has been called upon to address gender equality in health in the future health strategy and to develop policy on the basis of the links between gender and health. It is clearly important that policy does take full account of the need to address gender-related health inequalities and that, within this overall context, initiatives are taken which properly reflect the different needs and concerns of women and men. In this regard, actions are already being taken under the current public health programme. For example, this specifies the need to ensure that the health data collected can be</p>	<p>Health</p> <p>In the 2005 work programme, specific areas of action include developing strategies on sexual and reproductive health to address risk-taking behaviour among young people as well as work on HIV/AIDS, including preventing mother-to-child transmission.</p>

<p>broken down by sex and also contains a focus on sexual and reproductive health.</p> <p>Gender mainstreaming aspects will be integrated into the tasks of the various working parties set up to operate the health information and knowledge system.</p>	
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DG Information Society and Media

On going activities to be continued in 2005	New activities and initiatives to be launched in 2005
<p>The training sessions and gender awareness presentations will continue in 2005.</p> <p>Finalisation of the EGDIS and GEAG terms of reference, official launching of the EGDIS group and appointment of the members of both groups. This will be followed by at least two meetings of GEAG to prepare the work of EGDIS and one EGDIS meeting.</p>	<p>Activities to increase awareness are planned for 2005. These will include participation in DG events and the presentation of DG INFSO's work at conferences and international and European symposia.</p> <p>Two new studies to be launched: one is to investigate best practices relating to gender integration in public and private ICT-related organisations and the other will be an ex-post evaluation of the two FP6 work programmes to identify areas of gender-related research.</p> <p>Preparation for setting up a European electronic forum on gender in ICTs and a relevant female network.</p>

DG Internal Market and Services

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>(1) Possibility for citizens to submit to the Commission enquiries relating to the application of Community legislation on gender equality.</p> <p>- SOLVIT, a new network set up in July 2002 in order to find fast and practical solutions to all problems relating to the implementation of the internal market rules;</p> <p>(2) Possibility for citizens to seek information relating to Community legislation on gender equality.</p> <p>- the “Your Europe” site⁶⁵, which provides all citizens with a series of guides and national and European fact sheets on the rights and opportunities offered by the internal market. The new version of this site was launched on 17 February 2005;</p> <p>• the Citizens' Signpost Service which consists of a team of lawyers who provide, within three working days, answers to questions raised by the citizens about their internal market rights. The citizens will be directed to the service which best corresponds to their needs (national or European service like SOLVIT)</p> <p>(3) Collection of statistics on gender equality from:</p> <p>- the “Your voice in Europe” site, which receives or requests the opinions of citizens and companies on the development or impact of Community policies relating to the internal market. This site forms part of a wider initiative entitled “Interactive Policy-Making” (IPM).</p> <p>IPM is an initiative consisting of 2 technical tools designed to collect information in a systematic way on various policy areas, and allow for "gender specific" easy-to-use analysis;</p>	<p>(1) Establishment of a working group on equal opportunities</p>

⁶⁵ <http://europa.eu.in/tyoureurope/nav/fr/citizens/home.html>

<p>• 2) • 1) IPM feedback mechanism: this data base covers 28 policy areas and allow all Commission services to identify problem areas in terms of gender mainstreaming which can then be used for policy-making, evaluation, impact assessment and reporting;</p> <p>IPM on-line consultations: this tool facilitates the launch of structured on-line consultation and thus enables all Commission departments to use the Internet to collect stakeholder opinions quickly and efficiently.</p> <p>(4) As regards the training for new colleagues, there are plans to introduce a “tutorship” system whereby each newcomer could receive direct and practical information about the broad lines of Community policies, in particular about gender mainstreaming, from an experienced member of the same unit.</p>	
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Joint Research Centre

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Gender mainstreaming in JRC activities in support of the European Research Area (ERA) initiative.</p> <p>Gender mainstreaming in the JRC-specific programme under FWP VI in collaboration with DG RTD and DG ADMIN.</p> <p>Ensuring the gender balance within grantholder categories 20 and 30 (40% target for women’s participation).</p> <p>Assessment of gender indicators in the JRC taskforce on benchmarking.</p> <p>Participation in Commission meetings and conferences</p>	<p>Raising awareness of gender issues and the visibility of the Fourth Action Programme;</p> <p>Designing a dedicated equal opportunities information page for the internal JRC website.</p> <p>Information day in Member States and candidate countries.</p>
Measures to provide specific advantages for the under-represented sex or to prevent or compensate for the disadvantages of one sex in a policy area (specific actions)	
<p>Follow-up of the implementation of gender balance within scientific committees (40% target for women’s participation).</p>	<p>Encouraging and supporting within the Institutes the appointment of female scientists as project leaders</p>

DG Justice, Freedom and Security

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Trafficking in human beings</p> <p>The Expert Group on Trafficking in</p>	<p>Trafficking in human beings</p> <p>In 2005, the Commission will issue a</p>

<p>Human Beings continues to provide advice to the Commission on the prevention of and fight against trafficking in human beings, among other things with a view to better protecting women.</p> <p>As part of the European Forum on Prevention of Organised Crime, further workshops on trafficking in human beings are planned for 2005. These will focus on the development of best practices, standards and mechanisms to prevent and combat trafficking in human beings, as outlined in a Communication from the Commission in 2005. Particular emphasis will be on child trafficking and trafficking in women for the purpose of sexual exploitation.</p>	<p>Communication on preventing and combating trafficking in human beings. This Communication will be largely based on the Brussels Declaration of 2002 and the report on this by the Expert Group on Trafficking in Human Beings. Particular emphasis will be given to a gender-sensitive policy.</p>
	<p>Vulnerable victims</p> <p>The second report from the Commission on the Council Framework Directive on the standing of victims in criminal proceedings, which is due in the 3rd quarter of 2005, indicates that some provisions are of relevance to female victims: the encouragement of initiatives to train personnel, in particular in relation to the needs of the most vulnerable groups, and the establishment of venues for criminal proceedings to help avoid secondary victimisation and the placing of victims under unnecessary pressure. Such measures can be of relevance to victims of sexual abuse or rape.</p>
<p>Immigration and asylum</p> <p>The preparation of a proposal for a “Directive on long-term resident status for asylum seekers” has been postponed to 2005.</p> <p>The annual public reports on statistics regarding Migration, Asylum and Return will continue to contain data and statistics split by sex.</p> <p>Gender mainstreaming in the implementation of the Council Decision establishing a European Refugee Fund ⁶⁶ (ERF) (2000/596/EC of 28.9.2000) – under Article 4(2) (e.g. call for proposals for ERF Community actions taking into account the situation of vulnerable persons or persons with special needs).</p> <p>DG JLS will make an effort to collect data and statistics split by sex. Some selected policy areas where data collection initiatives are under way or have been planned include: statistics on migration, citizenship, border controls and asylum.</p>	<p>Immigration and asylum</p> <p>It is planned to adopt a proposal for a Directive on return procedures in 2005. The specific situation of vulnerable groups and women will be taken into account (for instance, in the case of detention).</p> <p>It is planned to prepare a proposal for an Integration Fund (2007-2013). The specific objectives of this Fund include the reinforcement of the capacity of introduction programmes and activities to reach out to particular groups, such as the dependants of persons selected for admission programmes, children, women, the elderly, illiterate persons or persons with disabilities, and to improve the civic participation of these groups.</p> <p>It is planned to adopt a proposal for a legislative instrument setting up an EU resettlement scheme. The specific situation of vulnerable groups and women will be taken into account.</p>
	<p>Extended impact assessment (EIA)</p>

⁶⁶ European Refugee Fund of 28 September 2000 - Council Decision 2000/596

	<p>DG JLS will try to take into account a gender perspective in the social impact part of its EIAs currently planned for 2005:</p> <ul style="list-style-type: none"> • Impact assessment of the legislative package (Regulation + Directive) on maintenance claims • framework decision on counterfeiting and product piracy • the legal basis for the Visa Information System • Directive on long-term resident status for asylum seekers <p>This will also be done in the social impact part of its IA currently planned for 2005:</p> <ul style="list-style-type: none"> • Regulation on the Fundamental Rights Agency
<p>EP elections</p> <p>The questionnaire on the June EP elections included a specific question about statistics split by sex. This will be analysed and the report on the EP elections will refer to this aspect of the turnout and candidates.</p>	
<p>Measures to provide specific advantages for the under-represented sex or to prevent or compensate for the disadvantages of one sex in a policy area (specific actions)</p>	
<p>The DAPHNE II Programme running from 2004 until 2008 was adopted by the European Parliament and the Council on 21 April 2004⁶⁷. It is the follow-up to the Daphne programme (2000-2003) and Initiative (1997-1999).</p> <p>The programme aims at supporting organisations that develop measures and actions to prevent or combat all types of violence against children, young people and women and to protect the victims and groups at risk.</p>	<p>The DAPHNE II Programme will implement two calls for proposals in 2005 (one for specific projects focusing on the priorities of the programme and the other for projects aiming at the development of indicators on violence and the collection of related data, the extraction of policy issues from the results of Daphne-funded projects and the application of existing good practices).</p> <p>A DVD presenting the results and the impact of the activities funded under DAPHNE since 1997 will be produced in 2005.</p>

DG Regional Policy

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
<p>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</p>	
<p>The High-Level Group on Gender Mainstreaming is going to have its next meeting in spring 2005, and if there is interest, there will be a second meeting organised for autumn 2005.</p>	<p>DG REGIO is going to organise training for its geographical desk officers on how to implement equal opportunities in the Structural Fund programmes.</p>

DG Research

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005

⁶⁷ Council Decision No 803/2004/EC of 21 April 2004

Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
Strategic database: A database with sex-disaggregated FP6 statistics.	The <i>Strategic database</i> will be launched in 2005.
Gender monitoring studies: Following the publication of calls for tender in November 2003, proposals were processed and evaluated during 2004.	<i>Six gender monitoring studies</i> will be launched in 2005 to monitor gender mainstreaming within the Sixth Framework Programme in all thematic priorities and other activity areas.
	European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers (Commission Recommendation of 11 March 2005, OJ 2005/251/ L75/67-77). Both the Charter and the Code cover issues such as non-discrimination, working conditions including combining family and work, children and career as well as gender balance). Plans for implementation by OMC are currently on-going in 2005.
Measures to provide specific advantages for the under-represented sex or to prevent or compensate for the disadvantages of one sex in a policy area (specific actions)	
DATAWOMSCI – Study on databases of women scientists: This feasibility study on the integration of existing expert databases on women scientists in Europe with the focus on Germany, Austria and Switzerland was started in 2004.	The results from <i>DATAWOMSCI</i> were delivered in early 2005 and will be disseminated through the Helsinki Group on Women and Science.
Women and Science Statistics Monitoring progress towards gender equality in European science by analysing Eurostat statistics and Women in Science statistics collected from the Statistical Correspondents.	' <i>She Figures 2005</i> ', a statistical booklet with key data presenting descriptive statistics and indicators as well as explanatory texts and methodological notes, is planned to be published at the end of the year as an update of <i>She Figures 2003</i> . Some new elements, such as gender pay data from the Structure of Earnings Survey, are to be included.
Promoting gender equality in science in the wider Europe <i>The Enwise Expert Group</i> completed its work in 2004.	Promoting gender equality in science in the wider Europe The final report will be published in the 10 Enwise languages in the second half of 2005.
CEC-WYS – Central European Centre for Women and Youth in Science: launched on 23 September 2004, CEC-WYS aims to promote, mobilise and network women in science in central Europe.	The CEC-WYS project has received funding for three years.
WIR – Women in Industrial Research A new expert group "Strengthening the Business Case for Women in Industrial Research and Development – WIR Business Case Group" was launched in December 2004 to analyse the business case for gender equality in private R&D, to identify and evaluate good practices and to encourage more companies to take action.	WIR – Women in Industrial Research The report of the expert group "Strengthening the Business Case for Women in Industrial Research and Development" will be published by the end of 2005. A follow-up event is planned for early 2006
European Platform of Women Scientists Following a call for proposals in 2003, the contract for setting up a European Platform of Women Scientist networks was signed in 2004.	The European Platform of Women Scientists will be launched in autumn 2005.
Women & Science call for proposal	Women & Science call for proposals 2004

The call was published with a final deadline of 15 October 2004. evaluations of 75 proposals took place in December 2004.	After negotiations, it is expected that 11 contracts will be signed covering the four main topics and subtopics.
Priority 7 – Gender and Citizenship in a Multicultural Context Evaluation of the 14 proposals received for Networks of Excellence and Integrated Projects will take place.	Women and Science call for proposals 2005 A new call for proposals will be published on 15 June 2005. Evaluations will take place at the beginning of December 2005.
Scientific Support to Policies – Integration of Female Immigrants in their Host Societies Two projects will be launched in this area with Commission funding.	Science Education and Careers call for proposals 2005 A call for proposals will be published in order to finance actions aimed at understanding and comparing differences between girls' and boys' perception of science, engineering and technology studies. Work should lead to an insight as to how these perceptions affect interest, motivation and subject choice at school.

DG Taxud

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
Development of indicators on "equal opportunities" for the participation in programmes Fiscalis 2007 and Customs 2007. Collection and publication of data about intermediate and final evaluations of the programmes.	

DG Development

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
Perform the coordinating role among RELEX DGs on gender in external relations re upcoming events for the preparation of the MDG+5 Respond to briefing requests (Cab/EP), progress reports (PRSP), EU statements at international fora (UN) Participate in the training and methodological work of the second generation of Country Strategy Papers Introduce gender analysis and sex-disaggregated indicators in the second generation of Country Strategy Papers Monitoring progress in focal sectors in the second generation of Country Strategy Papers Monitor the strategic network between the EC and the MS to share gender expertise and analytical tools at EC delegation and MS embassy level Continue the coordination meetings between RELEX DGs on gender in external relations,	Finalise the Commission Working Document 'A European Vision on Gender Equality in Development Cooperation' by July 2005. Preparation for the UNIFEM conference in November 2005 in Brussels Its main objectives are to ensure that the results of the Beijing review contribute to the Millennium review and to strengthen the dialogue between EU constituencies and women's organizations in developing countries. In the context of the Financial Perspectives 2007-2013, a Communication on Thematic Programming on Human and Social Development, including Gender will be prepared.

<p>1/year at director's level; quarterly at desk officer's level</p> <p>Continue Member States Coordination through informal MS gender expert meetings</p> <p>Keep the gender web-site updated</p> <p>Continue the policy dialogue with European and South based NGOs working on women's empowerment and gender mainstreaming</p>	
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DG Enlargement

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Preparation and monitoring of the transposition, implementation and effective enforcement of the Community <i>acquis</i> in gender equality matters in the candidate and potential candidate countries through the various instruments of the pre-accession strategy and CARDS, and – as part of the public administration reforms – the creation of the institutions necessary for enforcement.</p> <p>Ensuring in the programming of pre-accession assistance and CARDS for the candidate and potential candidate countries that the national plans include a gender equality perspective (regarding the beneficiaries, priorities chosen and participation in decision-making).</p> <p>Horizontal programmes:</p> <p>Promoting the use of the TWINNING programme (currently also covering the Western Balkan countries) for the building of gender equality institutions and the capacity to implement the gender equality <i>acquis</i>.</p> <p>Promoting the Small Projects Programme (SPP) supporting activities aimed at obtaining a closer and greater involvement of citizens in the activities of the European Union.</p> <p>Border Regions Programme: to promote employment, qualification and socio-cultural initiatives for vulnerable groups of the labour force (including women) in EU regions bordering the accession, candidate and potential candidate countries.</p> <p>Monitoring the level of participation of women in the accession preparation programmes (both as beneficiaries and in the decision-making process).</p> <p>Emphasising in the field of justice and home affairs the need to fight trafficking of human beings in the candidate countries.</p>	<p>Due attention to gender equality matters in the accession negotiations to be launched with Croatia and Turkey.</p> <p>Organising in each of the Commission's representations, at the Phare and Tacis Information Centre and the TAIEX office, staff training and awareness-raising on the Community's gender equality policy, in particular Article 3(2) EC Treaty.</p> <p>Launch of a new Small Projects Programme (SPP) to support activities aimed at obtaining a closer and greater involvement of citizens in the activities of the European Union, particularly with regard to Bulgaria, Romania and Turkey.</p>

EuropeAid

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>The Toolkit on mainstreaming gender equality in EC development cooperation will be distributed to colleagues in the Relex Family, Delegations and partners and will be published on AIDCO's internet and intranet websites.</p> <p>The gender mainstreaming training programme will be carried out during the all of 2005 both at headquarters and in the Delegations. In Brussels, regular introductory and in-depth programmes will be held, together with specific training for Gender Focal Persons and for other thematic networks of the Relex Family. 24 EC Delegations in third countries will receive gender mainstreaming training during 2005.</p>	<p>A call for proposals will be launched in the third quarter of 2005 for an overall amount of €2.4m to select projects fostering innovative and comprehensive education and awareness-raising interventions. The aim is to engage adolescent boys and girls in programmes that will contribute to a change in attitudes and behaviours concerning gender roles and responsibilities in order to promote gender equality and positive attitudes and behaviour in relation to violence against girls and women.</p> <p>A financial contribution will be provided to UNIFEM for the organisation of a conference "From Beijing + 10 to the Review of the Millennium Declaration", which will be held in Brussels in July 2005.</p>

DG Humanitarian Aid

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>In the event of natural disasters and man-made crises, ECHO ensures that basic goods and services (food, shelter, medical services, and safe water) get to crisis zones fast and directly reach those in distress, without discrimination on grounds of race, ethnic group, religion, sex, age, nationality or political affiliation.</p> <p>In the case of humanitarian interventions, the vulnerable groups are mainly women and children (80% of refugees and internally displaced persons). ECHO's assistance is provided by third party partners (UN agencies, Red Cross Family and international NGOs), most of which have adopted strong gender mainstreaming policies of their own.</p> <p>Under the 2004 Framework Partnership Agreement (FPA), signed between ECHO and its 200 partners, the latter are required to disaggregate their programming in gender terms as well as in relation to particularly vulnerable social groups (children, elderly, handicapped).</p>	<p>In January 2005, ECHO launched a review of core cross-cutting issues and key objectives affecting persons in humanitarian crises. Key cross-cutting issues that are being examined include: Protection, Gender, Children, Elderly and Disabled People and their specific needs, and the objectives of sustainability and LRRD (Link between Relief, Rehabilitation and Development). The purpose of the review is to generate a concept paper and model guidelines to be used to strengthen ECHO's consistency and coherence in policy matters under its humanitarian mandate. The results will be available at the end of 2005.</p> <p>The model guidelines are to be used for reference by ECHO and its partners in dealing with cross-cutting issues in humanitarian emergencies. They will be distributed by the end of 2005.</p>
Measures to provide specific advantages for the under-represented sex or to prevent or compensate for the disadvantages of one sex in a policy area (specific actions)	
<p>ECHO will continue to fund targeted humanitarian projects that address the special needs of women and children where relevant.</p>	

DG Trade

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	

<p>The Sustainable Impact Assessment (SIA) 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. The gender issue will also be tackled directly since one of the main goals of the third phase of this work (recently commenced) is to improve the social part of the study.</p> <p>Sustainable Impact Assessment of multilateral and bilateral/regional negotiations: 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 women's NGOs in the Trade Policy dialogue with civil society.</p> <p>Continue to support the protection of core labour standards, which include the elimination of discrimination in respect of employment and occupation, in trade policy in general and in bilateral agreements.</p> <p>Support corporate social responsibility initiatives of companies aimed at better implementing gender equality in their operations and through their supply chain. Continue to promote adherence to the OECD Guidelines for Multinational Enterprises which stress the importance of equality in all aspects of employment practices. Support the exchange and dissemination of best practices in this area.</p>	<p>A review of DG Trade's approach to gender mainstreaming will be undertaken, including, as a first step, a consultation of NGOs with a special interest in trade and gender issues.</p> <p>DG Trade, in collaboration with the International Labour Organisation (ILO), has launched a new project on statistical labour indicators to analyse the impact of trade on employment and labour conditions, notably in two developing countries, Uganda and The Philippines.</p> <p>This is a pilot project with the aim of working out a methodology to study the impact of trade policies and agreements in low-income countries. It will address a wide range of indicators and gender bias has specifically been included in order to improve the quality of disaggregated data.</p>
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DG Budget

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>DG Budget initiated a study on gender budgeting in 2004 and intends to finalise a report on this subject in 2005.</p>	

DG Personnel and Administration

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)	
<p>Organization of a special conference on March 8 for the International Women's Day</p> <p>Organization of actions of training,</p>	<p>Implementation of the Fourth Action Programme for equal opportunities between women and men:</p> <p>DG ADMIN will take care in 2005 so that all DGs</p>

<p>awareness raising and specific information:</p> <ul style="list-style-type: none"> • development of a specific training on “Gender mainstreaming” by the Training Unit; • introduction of questions of equality as permanent section of the management training activities • awareness raising about gender balance intended for people who deal with the selection and the recruitment of the personnel (in particular via the diffusion of a folder “anti-discrimination” for recruiters) <p>Organization of informative actions and initiatives within the Directorate-Generals (in particular of persons in charge for human resources) in order to raise the awareness about equal opportunities between women and men and to make known the measures envisaged within the Forth Action Programme.</p> <p>Adoption of a new decision about the policy of moral and sexual harassment within the Commission.</p>	<p>appoint their contact persons for equality, set up “equality” groups, and adopt action plans. It will ensure the follow-up by organizing meetings of the network, by informing the other DG, by diffusing good practices, by publishing an annual report including scoreboards on equality.</p> <p>Integration of the gender dimension in the management of jobs descriptions.</p> <p>Integration of the gender dimension in the revision of functions descriptions.</p> <p>Integration of the gender dimension in the job-sharing, the teleworking and the flexitime.</p> <p>Integration of the gender dimension in the development of the data processing system for the staff management (Sysper II)</p> <p>Integration of the gender dimension in the multiannual plan on the health.</p> <p>Publication of an annual report on the realisation of the Fourth Action Programme</p>
<p>Measures to provide specific advantages for the under-represented sex or to prevent or compensate for the disadvantages of one sex in a policy area (specific actions)</p>	
<p>To control the achievement of the objectives as regards recruitment of women on category AD and nomination of women at the posts of intermediate and higher management.</p>	<p>To lay down objectives, concerning the recruitment of women at the post of middle and superior management in 2005, without distinction between the operational budget and the research budget.</p> <p>To control the progress made in the achievement of these objectives and to publish the results.</p>

Eurostat

On-going activities to be continued in 2005	New activities and initiatives to be launched in 2005
<p>Integration of a gender perspective in a policy initiative or measure (gender mainstreaming)</p>	
<p>Statistics and indicators</p> <p>Eurostat will continue to collect statistics on individuals and sex, promote a more extensive presentation of gender statistics, and participate in the development of gender indicators in the different policy areas.</p>	<p>Gender Pay gap</p> <p>Eurostat will collect and publish data on the gender pay gap based on SILC and the SES. EU-SILC has been launched under a 2004 Regulation for 12 countries (results are due end-2005) and coverage will expand in subsequent years.</p>
<p>Time Use Surveys (TUS)</p> <p>Implementation of a database for harmonised micro-data on time use. Preliminary results from the database for the first wave are expected by the end of the year. Grant agreements for the second wave will be signed by September 2005.</p> <p>Revision of the TUS methodology.</p> <p>The revision of the current TUS methodology</p>	<p>Time Use Surveys</p> <p>Eurostat will publish a working paper with results on time use surveys containing data from 1998-2002 for ten countries (BE, DE, EE, FR, HU, SL, FI, SE, UK and NO).</p>

will be started in 2005 and the aim is to complete it before the second wave of TUS is implemented around 2008.	
	Publication Publications on gender-related topics, including the production of Statistics in Focus and the preparation of a publication to be ready at the beginning of 2007.