

**Effectiveness of Institutional Mechanisms for the  
Advancement of Gender Equality**

Review of the implementation of the Beijing Platform  
for Action in the EU Member States

**Report**



The report was developed by the research team of the European Institute for Gender Equality (EIGE): Sara Aguirre, Dr Ioana Borza, Ilze Burkevica, Dr Anne Laure Humbert, Merle Paats and Dr Jolanta Reingardė. The report has also greatly benefited from the intellectual contributions of Barbara Limanowska and Indre Mackeviciute as well as the expert advice received from Professor Eileen Drew (Trinity College Dublin). A particular thank you goes to colleagues at EIGE for editing and administrative support.

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# **Effectiveness of Institutional Mechanisms for the Advancement of Gender Equality**

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EU Member States



The European Institute for Gender Equality is an autonomous body of the European Union, established to contribute to and strengthen the promotion of gender equality, including gender mainstreaming in all European Union policies and the resulting national policies, and the fight against discrimination based on sex, and to raise EU citizens' awareness of gender equality. Further information can be found online (<http://eige.europa.eu>).



## Foreword

Nearly twenty years ago the 4<sup>th</sup> World Conference on Women held in Beijing (1995) raised the global problem of gender inequality, which resulted in an international commitment taken on by almost all UN Member States to initiate a radical agenda for change. The European Union and its Member States committed themselves from the very beginning to deliver on the strategic objectives of the Beijing Platform for Action (BPfA). This publication is the fifth report in EIGE's review of the implementation of the BPfA in the European Union.

Institutional mechanisms for the advancement of women are one of the major areas of concern of the BPfA. They are crucial for the advancement of gender equality in all other areas addressed by the Platform of Action. The Council of the EU has stressed that the following conditions must be ensured for an effective national institutional structure for gender equality—the placement of the mechanisms at the highest possible level in the government, the involvement of civil society organisations, sufficient resources and the possibility of influencing the development of all government policies.

This publication compares and presents the progress of Member States in the area of institutional mechanisms and gender mainstreaming since 2006 when the first report on institutional mechanisms was developed by the Finnish Presidency of the Council of the EU. The main findings show that by 2012 all Member States had established governmental bodies for gender equality and bodies for the promotion of equal treatment on various grounds. Notwithstanding positive trends in institutional settings over the last decade, the bodies responsible for gender equality are often marginalised in national governmental structures; split into different policy areas; hampered by complex and expanding mandates; lack adequate staff, training, data and sufficient resources; and experience insufficient support from political leadership.

The report emphasises several important trends. Firstly, although recognised as a fundamental value of the European Union, the status and profile of gender equality currently shows signs of decreased importance. Independent bodies for the protection against discrimination on the ground of sex are increasingly replaced by bodies for the protection against discrimination on various grounds. Whereas the importance of acknowledging the heterogeneity of women and men in terms of age, class, disability, ethnicity/race and sexual orientation is crucial to the recognition of diverse experiences among women and men, the consequences of downplaying gender as a structural dimension and underlying element of all inequalities should not be overlooked. The political, social and administrative remit of gender equality has started shifting towards legal and procedural mechanisms addressing discrimination at the individual level. Gender equality is more seldom addressed and promoted through policies and institutions that tackle gender gaps and the disadvantages of certain groups of women and is more often viewed as a human right requiring legal measures to protect individual citizens against discrimination. This approach marginalises gender equality as a political goal and undermines gender equality as an important policy area in itself.

On behalf of the Institute and its team, I would like to thank all institutions and experts who contributed to this publication, and especially the Lithuanian Government, the European Commission Directorate-General for Justice; the High Level Group on Gender Mainstreaming, EIGE's Working Group on Beijing Indicators and EIGE's staff. We hope that the findings and recommendations of this study will give impetus for broader debates on the challenges facing institutional mechanisms and gender mainstreaming in the EU today and will contribute to making gender equality a reality in the European Union.

**Virginija Langbakk,**

*Director*

*The European Institute for Gender Equality (EIGE)*



## Country abbreviations

<b>AT</b>	Austria
<b>BE</b>	Belgium
<b>BG</b>	Bulgaria
<b>CY</b>	Cyprus
<b>CZ</b>	Czech Republic
<b>DE</b>	Germany
<b>DK</b>	Denmark
<b>EE</b>	Estonia
<b>EL</b>	Greece
<b>ES</b>	Spain
<b>FI</b>	Finland
<b>FR</b>	France
<b>HR</b>	Croatia
<b>HU</b>	Hungary
<b>IE</b>	Ireland
<b>IT</b>	Italy
<b>LT</b>	Lithuania
<b>LU</b>	Luxembourg
<b>LV</b>	Latvia
<b>MT</b>	Malta
<b>NL</b>	Netherlands
<b>PL</b>	Poland
<b>PT</b>	Portugal
<b>RO</b>	Romania
<b>SE</b>	Sweden
<b>SI</b>	Slovenia
<b>SK</b>	Slovakia
<b>UK</b>	United Kingdom
<b>EU-28</b>	28 EU Member States

## Abbreviations

<b>BPfA</b>	Beijing Declaration and Platform for Action
<b>CEDAW</b>	Committee on the Elimination of Discrimination against Women and the Convention on the Elimination of All Forms of Discrimination Against Women
<b>CoE</b>	Council of Europe
<b>CSO</b>	Civil society organisation
<b>EIGE</b>	European Institute for Gender Equality
<b>EC</b>	European Commission
<b>Ecosoc</b>	United Nations Economic and Social Council
<b>ENEGE</b>	European Network of Experts on Gender Equality
<b>EU</b>	European Union
<b>FEMM</b>	The European Parliament's Committee of Women's Rights and Gender Equality
<b>GAPGE</b>	Governmental action plan for gender equality
<b>GB</b>	Gender budgeting
<b>GIA</b>	Gender impact assessment
<b>GM</b>	Gender mainstreaming
<b>HLG</b>	High Level Group on Gender Mainstreaming
<b>M&amp;E</b>	Monitoring and evaluation
<b>NGO</b>	Non-governmental organisation
<b>OSAGI</b>	UN Office of the Special Advisor on Gender Issues and the Advancement of Women
<b>QUING</b>	Quality in Gender+ Equality Policies
<b>RNGS</b>	Research Network on Gender Politics and the State
<b>UDHR</b>	Universal Declaration of Human Rights
<b>UN</b>	United Nations
<b>UNECE</b>	United Nations Economic Commission for Europe
<b>UNIFEM</b>	United Nations Development Fund for Women

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# Introduction





# Introduction

The Beijing Platform for Action promotes and protects the human rights of women and girls, reaffirming these rights as an inalienable, integral and indivisible part of universal human rights (United Nations, 1995). Area H of the Beijing Platform for Action calls for institutional mechanisms for the advancement of women, defining three strategic objectives with the aim of supporting governments in their work of promoting gender equality. The three strategic objectives are:

**H1.** Create or strengthen national machineries and other governmental bodies;

**H2.** Integrate gender perspectives into legislation, public policies, programmes and projects;

**H3.** Generate and disseminate gender-disaggregated data and information for planning and evaluation.

The achievement of equality between women and men should not be seen in isolation as a women's issue. The BPfA emphasises that women share common concerns that can be addressed only by working together and in partnership with men towards the common goal of gender equality around the world (United Nations General Assembly, 2000). In line with the approach of the European Union's institutions formulated in policy documents such as the European Pact for Gender Equality or the European Commission's 'Strategy for Equality between Women and Men 2010-2015', this report uses the term 'institutional mechanisms for gender equality'. In other words, EIGE recognises that existing governmental bodies have a broader mandate that goes beyond 'the advancement of women' and extends to gender equality and the mainstreaming of a gender dimension into general policies.

Institutional mechanisms for gender equality are traditionally regarded as the central policy coordinating unit(s) inside a national, federal, regional or local governmental administration with the main task of supporting the mainstreaming of a gender equality perspective throughout all government-wide policy areas (Council of the European Union, 2006).

In the context of the 10-year review of the BPfA, at a meeting in Luxembourg in February 2005, EU ministers responsible for gender equality adopted a common declaration which, inter alia, reaffirmed their strong support for and commitment to the full and effective implementation of the BPfA. In June 2005, the Council of the European Union invited the Member States and the European Commission to strengthen institutional mechanisms for the promotion gender equality and to create a framework for assessing the

implementation of the BPfA in order to ensure more consistent and systematic monitoring of progress. The Council invited the Commission to include the assessment of relevant Beijing indicators in its annual report to the Spring European Council (Council of the European Union, 2006).

Following these recommendations, in 2006 the Finnish Presidency presented a report on the status of the institutional mechanisms for gender equality in the then 25 EU Member States and offered an assessment of the Member States' commitment to and responsibility for promoting gender equality. The report presented the results of a survey conducted in all Member States in 2006, which provided factual evidence for the three indicators proposed for area H of the BPfA (Council of the European Union, 2006).

The Council took note of three proposed indicators in its Conclusions in December 2006:

- 1** Status of governmental responsibility in promoting gender equality;
- 2a** Personnel resources of the governmental gender equality body;
- 2b** Personnel resources of the designated body or bodies for the promotion of equal treatment of women and men;
- 3** Gender mainstreaming.

The indicators assess the implementation of the first two objectives (H1 and H2) defined for institutional mechanisms. For the third BPfA strategic objective — H3: Generate and disseminate gender-disaggregated data and information for planning and evaluation — no indicator was proposed in 2006. Consequently, the absence of indicator(s) on statistics makes a comprehensive evaluation of the implementation of area H impossible.

In addition to adopting the Council Conclusions linked to the proposed indicators, the Council:

- urged all Member States and the Commission to improve and strengthen the development and regular use of mainstreaming methods, particularly gender budgeting and gender impact assessment, when drafting legislation, policies, programmes and projects;
- recommended that the Member States continue actively cooperating with, and promoting the involvement of, civil society, including the social partners, in the pursuit of equality between women and men; and
- encouraged the Member States and the Commission to provide national and EU statistical offices with institutional and financial support so that all relevant official statistics related to individuals can be collected,



compiled, analysed and presented by sex and age in order to reflect problems and issues related to women and men and the promotion of gender equality (Council of the European Union, 2006).

The aforementioned indicators were used in the third EU-wide review of the BPfA conducted by the Swedish Presidency in 2009 and presented in the report 'Beijing +15: The Platform for Action and the European Union' (Council of the European Union, 2009). The report concluded that although an increasing number of Member States had both a minister responsible for gender equality issues and an independent body for the promotion of equal treatment for women and men, the mandates and responsibilities of these institutions varied to a large extent between the Member States. It also emphasised the need to enhance the status of these bodies in order to bring gender equality to the forefront (Council of the European Union, 2009).

The report acknowledged the European Union's invitation to Member States to further consolidate and develop their institutional mechanisms for gender equality. The European Commission (2006; 2010b) reaffirmed this commitment to gender equality in the 'Roadmap for Equality between Women and Men' (2006–2010) and subsequently in the 'Strategy for Equality between Women and Men' (2010–2015). The actions proposed in these documents follow the dual approach of gender mainstreaming and specific measures. The Commission highlighted the need to take gender equality into account in all its policies and committed itself to implementing gender mainstreaming (GM) as an integral part of policymaking, including through impact assessment and evaluation processes. It expressed the expectation that the then newly established European Institute for Gender Equality (EIGE) would have a significant impact on the knowledge base for gender equality and would provide support for both the Commission and the Member States for reporting and to develop EU level indicators within the BPfA framework.

Based on the Swedish Presidency report, the Council concluded that gender mainstreaming was not always adequately implemented across policy domains, even though it had been recognised in the Lisbon Strategy as being essential for economic progress. Therefore, the Council called on the Member States and the European Commission to:

- implement and monitor gender mainstreaming more systematically, where appropriate;
- support national and EU statistics offices so that the BPfA indicators would be systematically used and updated; and
- develop appropriate measures to ensure that men and boys would be actively involved in the promotion of gender equality policies and programmes (Council of the European Union, 2009).

Building on this background, in 2013 the Lithuanian Presidency of the Council of the European Union chose to review the indicators for area H on institutional mechanisms for gender equality in the EU Member States at national/federal level. The Lithuanian Presidency aimed to address the effectiveness of institutional mechanisms in the EU Member States in order to progress more quickly towards de facto gender equality. Based on the results and recommendations of the current report, the Lithuanian Presidency will prepare Council Conclusions suggesting actions for improving the effectiveness of institutional mechanisms in the EU Member States.

One widespread concern is the impact of the current economic crisis on the capacities and status of the institutional mechanisms for gender equality in the Member States, although these effects are not the same in all Member States and may have different levels of intensity. A second widespread concern is the capacity of the governmental gender equality bodies to fulfil their key tasks, namely, to ensure the mainstreaming of gender equality in all policy areas by providing expertise, advice and recommendations regarding policies and legal initiatives; elaborating studies that support policymaking; and promoting awareness-raising initiatives, all to promote legislation and policies in the area of gender equality and to coordinate, implement, monitor and evaluate gender equality policies (Krizsán et al., 2012).

For an effective implementation of gender mainstreaming across various policy areas in the EU and Member States, it is essential to ensure that strong institutional mechanisms for gender equality are in place. EIGE's newly launched Gender Equality Index (2013a) shows the extent of gender inequality across EU Member States in six core domains (work, money, knowledge, time, power and health) and two satellite domains (intersecting inequalities and violence).

The largest inequalities are found in the division of political and economic power and in the allocation of time for care-giving activities between women and men. Gender-based violence against women represents the largest statistical gap since there are no comparable harmonised data at EU level. Despite over 50 years of policy efforts targeting gender equality, the EU remains only at the halfway point on the path to full gender equality, demonstrating that strong institutional mechanisms and effective gender mainstreaming remain key instruments in the pursuit of gender equality.

Based on a collection of primary and secondary data, the current report assesses the progress made by the 28 EU Member States toward the implementation of critical area H of the BPfA and its strategic objectives. The report focuses on institutional mechanisms for gender equality, inter alia, governmental gender equality bodies, independent bodies for promotion of equal treatment of women and men in accordance with Directive 2002/73/EC, the use of structures and methods for gender mainstreaming, the involvement of civil society actors in gender equality policies and governmental instruments to promote the production and dissemination of data and statistics disaggregated by sex.

# 1. Institutional mechanisms for gender equality, gender mainstreaming and statistics disaggregated by sex



# 1. Institutional mechanisms for gender equality, gender mainstreaming and statistics disaggregated by sex

## 1.1. Definitions of core concepts

Before addressing the research questions, it is essential to outline the definitions of the three core concepts used in this report: institutional mechanisms for gender equality, gender mainstreaming and its components and statistics disaggregated by sex.

### 1.1.1. Institutional mechanisms

The BPfA defines these as the national machinery for the advancement of women regarded as the central policy coordinating unit inside government. Its main task is to support government-wide mainstreaming of a gender equality perspective in all policy areas.

This report adopts the approach of the EU institutions and policies and uses the term ‘institutional mechanisms for gender equality’, as the currently existing governmental bodies have a broader mandate that goes beyond ‘the advancement of women’ and extends to gender equality and the mainstreaming of such a dimension into general policies. Along these lines, and considering the framework of the BPfA, in 2009 the Council of the European Union acknowledged the following necessary conditions for an effective functioning of institutional mechanisms for gender equality:

- location at the highest possible level in the government, falling under the responsibility of a cabinet minister;
- institutional mechanisms or processes that facilitate, as appropriate, decentralised planning, implementation and monitoring with a view to involving non-governmental organisations and community organisations from the grassroots upwards;
- sufficient resources in terms of budget and professional capacity;
- the opportunity to influence the development of all government policies (Council of the European Union, 2009).

The BPfA recommends that governments establish and strengthen their institutional mechanisms, based on a strong political commitment, in order to work more effectively towards gender equality goals. Critical elements would be adequate human and budgetary resources and the ability and competence of policymakers to influence policy and formulate and review legislation, including policy analysis, advocacy, communication, coordination and monitoring. According to Outshoorn (2007), ‘the higher gender equality agencies are in the governmental hierarchy and the better resourced they are, the more chances they have of bringing gender equality issues to the fore’. Another important prerequisite for the effective functioning of governmental gender equality bodies is accountability — regular reporting to legislative bodies on the progress of efforts to mainstream gender concern in all policy areas.

The UNECE, like many others, addresses the importance of one part of the institutional mechanisms, namely the involvement of civil society: ‘...active involvement of all interested stakeholders, mainly women’s and human rights organisations is also a factor leading to change, well documented in many national situations.’ (United Nations Economic Commission for Europe, 2010)

Institutional mechanisms for gender equality have been developed and function in complex social, economic and especially political environments that can affect and impact their effectiveness, efficiency and, in some instances, even existence. During the last decade, several studies, both within the EU and international contexts, assessed the level of development and institutionalisation of the mechanisms for gender equality. Broad comparative studies such as RINGS (Research Network on gender Politics and State) or QUING (Quality in Gender+Equality Policies) developed methodologies for assessing and analysing the sustainability of the institutional mechanisms for gender equality. Several of the factors discussed and presented in these studies are presented below.



## Factors impacting the effectiveness of institutional mechanisms for gender equality

An important factor affecting the effectiveness of institutional mechanisms is **the degree to which women's organisations are involved in policy development and evaluation**. As pointed out by Outshoorn and Kantola (2007), 'the existence of strong women's movement organizations emerges as central to the well-being of state feminism in general. Without this, there is too little pressure on governments to maintain a solid women's policy machinery, little gender policy innovation and a decline of feminist discourse as the necessary critique of the still existing gender bias in state institutional arrangements, policies and politics. Yet, the presence of lively movement activism is no guarantee of agency strength'.

Another relevant issue is **the extent to which international agreements and legislation** from the UN, Council of Europe and the EU have influenced institutional mechanisms within the countries. 'All countries have experienced positive effects from the UN, not only because of the UN women's world conference in Beijing in 1995, the ensuing Platform for Action and the follow-up of Beijing +5 in 2000, but also from CEDAW. The Beijing proceedings encouraged feminist civil servants and women's movement organizations (WMOs) to pressure their governments and formed important rallying points for collective activities' (Outshoorn, 2007). 'Europeanisation' is a concept often used to describe the influence of the Amsterdam and Lisbon Treaties, EU directives and policies, and the ESF funds on how the institutions are structured in the Member States, especially the new accession countries. (Krizsán et al., 2012)

**The political orientation of the government** as a relevant factor influencing institutional mechanisms has been widely considered and analysed by scholars (Outshoorn, 2007; McBride and Mazur, 2010). The political orientation of a government may affect not only the existence of institutions and their budgets, but can also affect the continuity of their work — for example when the gender equality body is moved between different government departments or its status changes within governmental hierarchies. The budget levels and the priority given to gender equality issues are equally entwined in political cycles (Krizsán et al., 2012).

Another significant factor influencing the structure and mandate of institutional mechanisms is **the current economic crisis**. Recently, the European Commission (2012) assessed the impact of the economic crisis on the situation of women and men and gender equality policies. It noted that the economic crisis influenced the institutional framework for gender equality policy in several countries: '[...] the budget cuts imposed by fiscal consolidation measures entail the risk of downgrading the status of equality policies or reducing the budget allocated to them. [...] in several Member States cuts in public budgets are seriously affecting the

functioning of gender equality infrastructures. However, other Member States have decided not to reduce resources devoted to gender equality institutions and/or projects, or even to increase them'. EIGE's study on 'Institutional capacity of gender mainstreaming' in the EU and Member States also reveals that cuts affected not only functioning budgets but also projects' funding and human resources, eventually leading to the downgrading or provisional closure of central gender equality and/or gender mainstreaming structures (EIGE, 2013b).

There is an evidence that **decentralisation**, that is, the dispersal of mandates on gender equality among regional governmental institutions, has had a positive impact on gender equality bodies, for example, by strengthening the institutional mechanisms as a whole in Belgium, Finland, Great Britain, Italy, Spain and Sweden (Outshoorn and Kantola, 2007).

Recently, in the EU Member States a **tendency to merge all grounds of discrimination**, including discrimination based on sex, into the tasks of one independent body for promotion of equal treatment can be noted and analysed (Krizsán et al, 2012). It was already noted in the Swedish Presidency report that '[r]eplacing the independent bodies for protection against discrimination on the ground of sex with bodies for protection against multiple discrimination seems to be a trend among the MS.'

Some experts believe that a multi-disciplinary approach to addressing inequalities is effective since such an approach can improve the policies and strategies that address inequalities (European Commission, 2007). The importance of the approach stems from 'acknowledging the heterogeneity of women in terms of age, class, disability, ethnicity/race, religion and sexual orientation', and this represents a crucial recognition of the differences among women. (Council of European Union, 2009)

At the same time, many experts express concern that a multi-disciplinary approach undermines the importance of gender equality as the underlying ground of all inequalities and also leads to a reduction in the existing institutional capacity for, and commitment to, gender policies (Kantola and Nousiainen 2009, Lombardo and Verloo, 2009; Squires, 2008). As emphasised in the review on Beijing+15, 'there is a risk of downplaying gender as a structural dimension when several grounds of discrimination are covered by the same Act and in the same independent bodies.' (Council of European Union, 2009)

The effect of these new tendencies can be noticed in the shift from approaching gender equality as a broad policy field towards a stronger emphasis on addressing gender equality under 'diversity management' or human rights. This means that gender equality is less often addressed by policies and institutions that promote gender equality and combat disadvantages of groups of women, but more

often viewed as a legal issue that requires judicial measures and legal institutions to protect citizens against discrimination (Krizsán et al, 2012). This new tendency tends to lower the profile of gender equality and gender mainstreaming and to downgrade the policies aiming at the promotion of equality between women and men.

## 1.1.2. Gender mainstreaming

### Definitions of gender mainstreaming

Mainstreaming was clearly established as one of two elements of the global strategy for promoting gender equality in 1995 in the Platform for Action at the United Nations Fourth World Conference on Women in Beijing. The importance of the mainstreaming strategy was made explicit for each of the strategic objectives defined in the Platform. It emphasises that '[i]n addressing the issue of mechanisms for the promotion of the advancement of women, governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that, before decisions are taken, an analysis is made of the effects on women and men, respectively.' (United Nations, 1995)

In 1997, the UN Economic and Social Council formally acknowledged that 'mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.' (United Nations Economic and Social Council, 1997)

Shortly afterwards, a Council of Europe study described gender mainstreaming as 'the (re)organisation, improvement, development and evaluation of policy processes so that a gender equality perspective is incorporated in all policies at all levels and at all stages by the actors normally involved in policymaking' (Council of Europe, 1998)

The Treaty of Amsterdam formalised the gender mainstreaming concept at the EU level by explicitly emphasising the elimination of inequalities and the promotion of equality between women and men among the tasks and objectives of the Community (Articles 2 and 3).

Since 1996, the European Commission has posited that the concept of gender mainstreaming 'involves not restricting efforts to promote equality to the implementation of specific measures to help women, but mobilising all general

policies and measures specifically for the purpose of achieving equality by actively and openly taking into account at the planning stage their possible effects on the respective situation of men and women (gender perspective). This means systematically examining measures and policies and taking into account such possible effects when defining and implementing them' (European Commission, 1996). The documents of the European Commission and the European Parliament clearly state that gender mainstreaming should not be regarded as a replacement of direct equal opportunities policy but an addition to it (European Commission, 1996). This has been developed and presented into what currently is known as the dual approach to gender equality, 'meaning the integration of the gender dimension into all policy areas and specific measures' (European Commission, 2010b).

### Components of gender mainstreaming

The Beijing Platform for Action identified several conditions for an effective implementation of gender mainstreaming:

- Commitment — a mandate for all ministries to review all policies and programmes from a gender perspective with the responsibility for that mandate at the highest possible level;
- Structure — an inter-ministerial coordination structure to monitor progress and network with stakeholders;
- Involvement of civil society — centres for women's studies and research; academic and educational institutions; the private sector; the media; non-governmental organisations, especially women's organisations; and all other actors of civil society;
- Gender awareness training and advisory services for government bodies;
- Focus on legal reform in the following areas: family, employment, social security, income tax, education, positive measures to advance women, perceptions and attitudes and creation of a culture that supports gender equality;
- Sufficient budget resources and professional capacity;
- Tools — development of strategies and methodologies.

The Council of Europe developed the conceptual framework for gender mainstreaming and identified the following tools and methods for gender mainstreaming (Council of Europe, 2004):

- analytical techniques and tools — statistics; surveys and forecasts; cost-benefit analysis; research; checklists,



guidelines and terms of reference; gender impact assessment methods;

- educational techniques and tools — awareness raising and training courses; follow-up action; 'mobile or flying expertise'; manuals and handbooks; booklets and leaflets; educational materials for use in schools;
- consultative and participatory techniques and tools — working or steering groups and think tanks; directories, databases and organisational charts; participation of both sexes in decision-making; conferences and seminars; hearings.

Information on several gender mainstreaming tools developed by the Member States is presented below.

### Gender impact assessment

Gender impact assessment is the process of comparing and assessing, 'according to gender-relevant criteria, the current situation and trends with the expected development resulting from the introduction of a proposed policy' (European Commission, 1998).

The Council of Europe (2004) emphasised that 'gender impact assessment can be applied to legislation, policy plans, policy programmes, budgets, concrete actions, bills and reports or calls for research. Gender impact assessment methods do not only have to be applied to policy in the making, they can also be applied to existing policies. They can be used in the administration as well as by external actors; in both cases they require a considerable amount of knowledge of gender issues'.

In its Conclusions, the Council of the European Union (2006) noted that despite some progress toward gender mainstreaming in Member States, gender impact assessment still needs to either be put in place or reinforced. Formal commitment and formal structures for gender mainstreaming are not enough; actions towards applying gender mainstreaming methods in practice and monitoring and evaluating their effectiveness in all policy areas are needed. The Council urged in particular all Member States and also the Commission to improve and strengthen the development and regular use of mainstreaming methods, particularly gender budgeting and gender impact assessment, when drafting legislation, policies, programmes and projects.

### Training and capacity building in gender mainstreaming

According to the Council of Europe (2004), educational techniques and tools are 'probably the most important techniques and tools for successful gender mainstreaming (...)

Awareness-raising aims at showing how existing values and norms influence our picture of reality, perpetuate stereotypes and support the mechanisms (re)producing inequality (...). Besides, awareness-raising aims at stimulating a general sensitivity to gender issues' (Council of Europe, 2004).

Gender training has been identified as a tool and a process to support policymakers in their efforts to integrate gender considerations into all policies and programmes. In its work 'to develop, analyse, evaluate and disseminate methodological tools in order to support the integration of gender equality into all Community policies and resulting national policies and support gender mainstreaming in all Community institutions and bodies' (Regulation NO 1922/2006 on establishing the European Institute for Gender Equality), EIGE has identified several key documents highlighting the need for gender training in order to address the gaps between policy and practice (EIGE, 2013a).

In its 2010 opinion paper on gender mainstreaming, the Advisory Committee on Equal Opportunities for Women and Men of the European Commission invited the European Commission to focus on capacity building to strengthen the implementation of gender mainstreaming in the EU (European Commission, 2010d). Training of policymakers and staff (including decision-makers at the highest levels), provision of expertise, guidelines and resources, and the sharing of good practices were all highlighted as key strategies to enable effective gender mainstreaming.

### Gender budgeting

In a Council of Europe (2004) report, gender budgeting is described as 'an application of gender mainstreaming in the budgetary process: it means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.'

'Gender-responsive budgeting seeks to ensure that the collection and allocation of public resources is carried out in ways that are effective and contribute to advancing gender equality and women's empowerment. It should be based on in-depth analysis that identifies effective interventions for implementing policies and laws that advance women's rights. It provides tools to assess the different needs and contributions of men and women, and boys and girls within the existing revenues, expenditures and allocations and calls for adjusting budget policies to benefit all groups. Gender-responsive budget analysis, along with legislation, and other practical policy measures can address gender bias and discrimination.' (United Nations Development Fund for Women, 2006)

The Council in its Conclusions on the review of the implementation by the Member States and the EU institutions of the BPfA stressed that '(...) gender mainstreaming and



specific actions to promote gender equality are mutually supportive strategies, that structures and methods need to be reinforced and effectively used at both national and EU level, and that strategies and tools for gender mainstreaming, including, for example, gender impact assessment, gender budgeting and gender training, should be further developed, with the effective support of the European Institute for Gender Equality.' (Council of the European Union, 2009)

## Evaluation

Evaluation as a method for gender mainstreaming integrates gender equality concerns into the evaluation objectives but also into the evaluation methodology, approaches and use (United Nations Development Fund for Women, 2012). Evaluation, as part of the programme cycle approach, contributes to evidence-based policymaking, and when it comes to gender mainstreaming, evaluation is one of the stages of policy processes through which a gender perspective is integrated and mainstreamed across sectors.

This approach is embraced within the EU and used, for example, by the European Commission through the European Structural Funds. Progress towards the implementation of

the gender mainstreaming strategy was assessed within the evaluations carried out to assess the use of ESF with the aim to contribute to improving the quality of the design and implementation of programmes, as well as to assess their effectiveness, efficiency and impact.

### 1.1.3. Statistics disaggregated by sex

A strong demand for gender statistics was recognised at the fourth World Conference on women in Beijing in 1995. The Beijing Platform for Action calls national and international statistical services to 'ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age, and reflect problems, issues and questions related to women and men in society' (United Nations, 1995). To implement the BPfA, the EU Member States are urged to produce sex-disaggregated data and information, where appropriate, for planning and evaluation purposes, for gender impact assessment and, in general, for an effective gender mainstreaming. The BPfA referred to gender-segregated statistics, but it is more gender sensitive to differentiate and refer to gender statistics and sex-disaggregated data.

#### What are gender statistics?

Gender statistics are statistics that adequately reflect the situation of women and men in society and allow for a systematic study of gender differences and gender issues.

A gender issue is any issue or concern determined by gender-based and/or sex-based differences between women and men. Gender issues are all aspects and concerns related to how women and men interrelate, their differences in access to and use of resources, their activities, and how they react to changes, interventions, and policies.

The distinction between the words 'sex' and 'gender' has to be made clear, specifically for producers of statistics. Statistics are always collected by sex — the biological identity of individuals. Gender refers to women's and men's position in society, their social identity, which is shaped through history of social relations and can be changed.

Producing statistics that adequately reflect gender issues implies that different socioeconomic realities of women and men should be taken into consideration. This means that all data — both those on individuals as well as those not directly related to individuals — are collected, compiled, and analysed with the consideration that gender-based factors influence women and men differently. This process can be called the *gender mainstreaming of statistics*.

The impact on women and men needs to be considered in every step of statistical production and in all statistical fields. Concepts and methods used in data collection need to be adequately formulated to ensure that they reflect existing gender concerns and differentials. Additionally, social and cultural factors must be taken into consideration as they can result in gender-based biases in data collection, analysis, and presentation.

Source: ECE Gender Statistics Web-site (<http://www.unecce.org/stats/gender/web/>)

#### Why are gender statistics important?

Gender statistics are important for at least three reasons. Firstly, they raise public awareness on the plight and prevailing conditions of women and men. They provide policymakers with enough baseline information to institute favourable changes to existing policies affecting women and men differently. Finally, they provide an unbiased source of information to monitor the actual and real effects of governments' policies and programs on the lives of women and men.

Source: European Commission and Eurostat, 2004, 25<sup>th</sup> CEIES seminar: *Gender statistics: occupational segregation: extent, causes and consequences*, pg. 28



The existence of gender statistics and indicators as well as sex-disaggregated statistics is a fundamental condition for gender mainstreaming as they represent vital tools for establishing, monitoring and following up on political goals and targets. This implies that statistics are needed during the whole process of policymaking, planning, implementation and evaluation of the work to reach gender equality. Developing statistics, indicators and benchmarks is an important part of the strategic work to promote gender equality.

In its establishing Regulation (European Parliament and the Council, 2006), the European Institute for Gender Equality was assigned the task of 'the collection, analysis and dissemination of objective, reliable and comparable information and data on equality between men and women ...' and to 'develop

methods to improve the objectivity, comparability and reliability of data at European level by establishing criteria that will improve the consistency of information and take into account gender issues when collecting data' (Art. 3b) In order to be able to carry out this task, 'cooperation with the relevant authorities of the Member States and relevant statistical bodies, in particular Eurostat, is essential to promote the collection of comparable and reliable data at European level. Given that information on equality between men and women is relevant to all levels within the Community — local, regional, national and Community — it would be useful for such information to be available to Member States' authorities in order to help them formulate policies and measures at local, regional and national level in their spheres of competence.' (Art. 13)

## 1.2. Methodological approach

The report is based on the following methods of data collection and analysis:

- literature and documentation review;
- data collection through an online questionnaire and face-to-face interviews;
- data-analysis; and
- review of indicators.

These aspects will be addressed further on, with a more elaborate description provided in Annex I.

### Literature and documentation review

The following sources were reviewed for this report: studies relating to previous reviews of area H and institutional mechanisms in general at EU and international level; publications on the thematic aspects of this review, published mostly since 2000; and documents related to international frameworks, such as the United Nations (UN) and the EU since the mid-1990s. The EIGE's study on 'Institutional capacity of gender mainstreaming in the EU and Member States' (EIGE, 2013b) provided important conclusions to substantiate the findings of this report.

At national level, documents on policy and legislation relevant to institutional mechanisms were collected and analysed, including national action plans on gender equality and reports on the implementation of the Beijing Platform for Action focusing on area H developed by the Member States.

### Data collection through an online questionnaire and face-to-face interviews

Both quantitative and qualitative methods were used to collect data. An online survey was completed by governmental representatives of the Member States — the members of the European Commission's High Level Group on Gender Mainstreaming (HLG). The survey data were complemented by semi-structured interviews with women's NGOs in all Member States.

The survey for the HLG members was based on the questionnaire used for the Finnish Presidency report (Council of the European Union, 2006), to which several questions were added. The questionnaire contained both structured answer categories and open-ended questions. The online survey took place between 20 January and the end of March 2013. To ensure quality, verification of data was carried out by email and phone, as appropriate.

The main aim of the interviews with women's NGOs was to collect additional data to that of government officials to get more in-depth information and views on complex issues such as the impact of political shifts or the possible effects of economic crisis on policy development and changes in institutional mechanisms. In addition, the interviews with women's NGOs helped to triangulate some of the data collected and enhance the validity of the online survey.

National experts from Atria — the Institute on Gender Equality and Women's History, based in the Netherlands — commissioned by EIGE, conducted face-to-face interviews with women's NGOs in March 2013. The national experts played an important role in selecting the interviewees. The questionnaire and a template for the interview reports as well as instructions (both in writing and via Skype meetings) on how to conduct the interviews were provided to ensure comparability.

## Data analysis

National experts conducted the first step of the analysis of the national documents based on a template provided by the research team to ensure comparability. The online survey and the interviews were first processed by national researchers. The survey results were analysed using IBM SPSS, focusing on describing the current institutional mechanisms landscape across EU Member States in comparison with the findings of the Finnish study of 2005 and, where possible, the Swedish study of 2009. Between 2005 and 2012, three new Member States joined the EU, making comparisons in terms of numbers more difficult. Therefore, throughout the report, comparisons are made between the two time periods in percentages. It is important to remember that the analysis only relates to fewer than 30 observations and that interpretations should therefore rely more on the numbers themselves. Moreover, due to different structures of public administration in Member States, the accommodation of diverse national institutional mechanisms into a common framework has certain limitations.

The analysis of the interview reports was done using the program Atlas.ti. It provided a deeper understanding of the involvement of civil society in policy development and evaluation, the perceived effects of the institutional mechanisms and gender mainstreaming tools, and the perceived impact of current political and socio-economic and cultural contexts on different Member States.

## Review of indicators

The indicators developed by the Finnish Presidency in 2005 and endorsed by the Council of the European Union formed the basis for the current report. Particular attention was given to improving and expanding Indicator 3 on gender mainstreaming. Existing indicators were reviewed based on the data collected, while the literature review and data were used to propose improved methodologies for calculating some of those indicators. A proposal for a new indicator 4 on production and dissemination of statistics disaggregated by sex is also introduced.

In what follows, the existing indicators are analysed. This provides a national level comparison of the situation of institutional mechanisms, including gender mainstreaming, between 2005 and 2012 and across EU Member States.

## 2. Institutional developments for gender equality



## 2. Institutional developments for gender equality

### 2.1. Institutional developments for gender equality in the European Union

#### 2.1.1. Gender equality legislation and policy

Equality between men and women is a fundamental principle of EU law that applies to all aspects of social life. The EU has adopted a two-pronged approach to gender equality, combining specific measures with gender mainstreaming.

Policies on gender equality have been drawn up since the creation of the European Economic Community in 1957 with the Treaty of Rome. Following the establishment of the founding treaty, this basic principle was gradually clarified and developed by several Council Directives, which dealt mostly with economic perspectives, including pay, employment, health and safety, maternity and parental leave, as well as other issues pertinent to work-life balance (European Parliament, 2009). None of these legal measures, however, dealt specifically with the principle of gender equality. The principle of gender equality has been strengthened, notably since the 1997 Treaty of Amsterdam, by including the principle of gender mainstreaming in the EU's founding text.

Subsequently, the introduction of the Lisbon Treaty in 2009 marked a turning point as it directly addressed the principle of gender equality, and the policies to support it, as a central element of EU policy. It emphasised the importance of eliminating all types of discrimination, including those based on sex, through the Charter of Fundamental Rights of the European Union (EU, 2000), while a Declaration in relation to Article 3 of the Lisbon Treaty gave renewed attention to how gender-based violence in the European Union threatened the integrity and dignity of women and men. Since 1996, the European Commission has itself taken a dual approach to gender equality by both implementing gender mainstreaming and initiating specific measures. The first comprehensive policy was introduced in the Community Framework Strategy on Gender Equality (2001–2005) (European Commission, 2000), with the main objective of establishing 'a framework for action providing for gender mainstreaming in all Community activities in such a way

that they help to attain the goal of removing inequalities and promoting gender equality'.

Following this, the European Commission developed the Roadmap for Equality between Women and Men (2006–2010) (European Commission, 2006), outlining six priority areas, each with specific key objectives and actions, and thereby marking a clear advance in terms of providing measures and targets. To measure progress, the Roadmap called for the development of comparable sex-disaggregated statistics, gender sensitive indicators to monitor progress towards gender equality and the development of a Gender Equality Index.

On International Women's Day in 2010, the European Commission unveiled the Women's Charter (European Commission, 2010a), which aims at strengthening the European Commission's commitment to 'making equality between women and men a reality'. In the same year, and continuing the work of the Roadmap, the European Commission developed the Strategy for Equality between Women and Men (2010–2015) (European Commission, 2010b).

In 2010 the European Union also launched its 10-year growth strategy, Europe 2020 (European Commission, 2010c), which does not refer specifically to gender equality but does emphasise the need to foster smart, sustainable and inclusive growth. Under both the smart and inclusive growth agendas, EU targets are set for employment (making specific references to gender inequality and other grounds of inequality) and education. One of the targets aims for 75 % employment of 20- to 64-year-olds, including through the greater involvement of women, older workers and the better integration of migrants into the workforce, while the education targets aim to reduce school drop-out rates to below 10 % and ensure that at least 40 % of 30- to 34-year-olds have completed third-level education or equivalent. The inclusive agenda has an additional EU target for reducing the number of people in or at risk of poverty and social exclusion by at least 20 million.



In the first European Pact for Gender Equality (European Council, 2006), the European Council requested that Member States strengthen attention to gender equality and support the objectives of the Commission's Roadmap. In 2011 the European Pact for Gender Equality for the period 2011–2020 (7349/11) was adopted at ministerial level by the EPSCO Council in March 2011. It urges the EU and Member States to work towards achieving gender equality, close gender gaps in employment, education and social inclusion, ensure equal pay for equal work and promote the equal access and participation of women and men in decision-making. The Pact also calls for the promotion of work-life balance for both women and men and action to reduce all forms of violence against women.

## 2.1.2. Gender mainstreaming

In February 1996 the European Commission adopted a Communication on Mainstreaming in relation to policies at Community level: 'The principle of 'gender mainstreaming' consists of taking systematic account of the differences between the conditions, situations and needs of women and men in all Community policies and actions. This global, horizontal approach requires the mobilisation of all policies' (European Commission, 1996).

The Council Conclusions on the 'Review of the implementation by the Member States and the EU institutions of the Beijing Platform for Action — Indicators in respect of Institutional Mechanisms' (2006) emphasised that a formal commitment and formal structures for gender mainstreaming are not sufficient and that practical action in all relevant areas is needed. It reiterated and reaffirmed its previous position and urged all Member States and the Commission to improve and strengthen the development and regular use of mainstreaming methods, particularly gender budgeting and gender impact assessment, when drafting legislation, policies, programmes and projects.

Regulation (EC) No 1081/2006 of the European Parliament and of the Council of 5 July 2006 on the European Social Fund and repealing Regulation (EC) No 1784/1999 states that gender mainstreaming and specific action regarding women in the labour market are one of the priorities for funding and that Member States have to include a description of how they will promote gender equality in all stages of the operational programmes.

Article 16 of the General Regulation of the European Social Fund and the Cohesion Fund (the Council Regulation (EC) No 1083/2006) lays down general provisions for the European Regional Development Fund and asserts that Member States and the Commission shall ensure that equality between men and women and the integration of the gender

perspective is promoted during the various stages of implementing the funds.

When it comes to the production of statistics disaggregated by sex, the Council Conclusions of 2006 encouraged Member States to generate data disaggregated by sex and information for planning and evaluation as laid down in the BPfA (Council of the European Union, 2006). Eurostat publishes gender indicators on their website. A Gender Equality Index has been developed by EIGE in order to obtain a composite indicator at the EU level.

## 2.1.3. Institutional mechanisms for gender equality and gender mainstreaming

### The European Commission

Until 2010, gender equality and the coordination of gender mainstreaming were exercised in the European Commission from the Commissioner for Employment, Social Affairs and Equal Opportunities. From 2010 onwards, the Gender Equality Unit has been located within the Directorate-General for Justice, under the portfolio of the Commissioner for Justice, Fundamental Rights and Citizenship. Inside DG Justice, the Gender Equality unit is responsible for the operational tasks related to the planning, monitoring, coordination and central reporting of the gender equality and gender mainstreaming activities in the EC.

The Unit's mission is to contribute to promoting gender equality and eliminating inequalities between women and men in the EU, pursuant to Article 8 (gender mainstreaming), Article 157 (equality between women and men in matters of employment and work) and Article 19 (sex discrimination both in and outside the work place) of the Treaty on the Functioning of the European Union (European Union, 2010).

### Advisory groups to the European Commission

The **Inter-service Group on Equality between Women and Men**, established in 1995, brings together representatives of all Commission Directorates General. It is now chaired by DG Justice (since the move of the Gender Unit from DG EMPL to DG JUST) and coordinates the activities of the Commission services regarding the planning and implementation of actions for equality between women and men in their respective policies, as well as the annual work programme for their respective policy areas. It is also the platform for monitoring and reporting on the Commission's

activities regarding gender equality and contributes to policy follow-up (European Commission, 2010a).

The **Advisory Committee on Equal Opportunities for Women and Men**, created in 1981 and composed of representatives of the EU Member States and their equality bodies and social partner organisations at EU level, assists the European Commission in formulating and implementing the European Union activities aimed at promoting equality between women and men by delivering opinions to the Commission on issues of relevance to the promotion of gender equality in the EU. The representatives of the European Institute for Gender Equality and European Women's Lobby have observer's status in the Committee.

The **High-level Group on Gender Mainstreaming (HLG)** is composed of high-level Member States representatives in charge of gender equality and gender mainstreaming at national level. It is chaired by the European Commission, who convenes meetings twice per year, in close collaboration with the Presidency. The HLG plays a key role in the EU gender equality agenda, including in the formulation, programming and implementation of the EU Gender Equality Pact and the Trio-Presidencies Programme. One of its main tasks is to proactively support Presidencies and the Commission in identifying gender equality subjects and priorities which are of political relevance, including for the Council debate, in the context of the Europe 2020 Strategy. The HLG is also the main forum for planning the follow-up of the Beijing Platform for Action within the EU and for preparing the annual meeting of the UN Commission on the Status of Women. It also assists the Commission in the preparation of its annual reports on equality between women and men.

The **European Network of Equality Bodies (Equinet)** is the permanent network for cooperation between the established independent national equality bodies and the European Commission. Equinet is located in Brussels (Belgium) and is composed of 38 organisations from 31 European countries, which are empowered to counteract discrimination as national equality bodies across the range of grounds including age, disability, gender, race or ethnic origin, religion or belief, and sexual orientation.

## The European Parliament

The **Committee on Women's Rights and Gender Equality (FEMM)** is one of the committees of the European Parliament. FEMM plays a crucial role in advancing gender equality in the European Union by legislating and monitoring equality between men and women and women's rights. It also has the responsibility to mainstream gender in the parliamentary work in all policy areas through tabling gender mainstreaming amendments to other parliamentary committees' draft reports. The FEMM Committee monitors the follow-up and implementation of European Directives,

framework Programmes in the area of gender equality and closely follows the European Commission's annual reports on equality between women and men, all in its own report. FEMM also follows the implementation of international agreements and conventions involving the rights of women and facilitates information policy and research on women, as well as monitors and presents reports about the situation of women in the European Union and outside Europe.

FEMM promotes gender mainstreaming by providing resources for the Gender Mainstreaming Network of Members of the European Parliament's Committees. The Network is made up of MEPs, members from each of the EP Committees appointed to implement gender mainstreaming in the work of the committee.

In its own Resolution from 2011 (1), the European Parliament 'commits itself to regularly adopting and implementing a policy plan for gender mainstreaming with the overall objective of promoting equality between women and men through the genuine and effective incorporation of the gender perspective into all policies and activities, so that the different impact of measures on women and on men is assessed, existing initiatives are coordinated, and objectives and priorities, as well as the means of achieving them, are specified.' The FEMM Committee's priorities on gender mainstreaming for the period 2011–2014 in the Resolution emphasise the dual approach of gender equality and gender mainstreaming, ensuring gender balance in the decision-making and also a gender perspective in the budgetary process.

## Council of the European Union

Member States' Ministers responsible for gender equality are provided an opportunity to meet through the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO). Among the main outcomes of the EPSCO meetings are Council Conclusions on different subjects related to gender equality and women's rights. They most usually focus on the areas of concern selected from the Beijing Platform for Action by the Presidency country on the basis of reports on the implementation of the BPfA in the EU. Since 2011, the EIGE's expertise has been used to prepare these bi-annual reports tracking the BPfA in the EU. EIGE reviews the existing Beijing indicators previously adopted within the Council, proposes new indicators in areas not investigated before or for objectives of the BPfA not previously addressed, and reports on trends and developments in the selected area(s).

In 2006 the Finnish Presidency reviewed indicators to monitor developments in the area of institutional mechanisms. Its 'Review of the implementation by the Member States and the EU institutions of the Beijing Platform for Action — Indicators in respect of Institutional Mechanisms' noted that only 10 Member States had national gender equality bodies at the highest level in a Ministry (Council of the European



Union, 2006). The Council Conclusions encouraged Member States to take measures to strengthen the governmental gender equality bodies, to upgrade them to the highest possible level of government, and to provide them with adequate human and financial resources.

The Conclusions prepared in 2009 by the Swedish Presidency in its 'Review of the implementation by the Member States and the EU institutions of the Beijing Platform for Action — "Beijing + 15": A Review of Progress' (Council of the European Union, 2009) also encouraged Member States and the Commission 'to support national and EU statistical offices and encouraged cooperation and efficiency, also using the capacity of the European Institute for Gender Equality, with a view to further improving the collection, compilation, analysis, dissemination and use of timely, reliable and comparable data disaggregated by sex and age, thereby shedding light on problems and issues related to women and men and the promotion of gender equality;' and 'to implement and monitor gender mainstreaming more systematically, where appropriate, including in legislative, financial and other key processes, strategies, programmes and projects in different policy fields [...]'.

### Specialised EU agency for gender equality

The **European Institute for Gender Equality (EIGE)** is an autonomous European agency established by decision of the European Parliament and the Council under Regulation (EC) No 1922/2006. EIGE is the only specialised EU agency to address gender equality and ensure gender mainstreaming. It is located in Vilnius (Lithuania) and supports the EU Member States and the European institutions, in particular the European Commission, in their efforts to promote gender equality, fight sex-based discrimination and raise awareness about gender issues. Among its numerous tasks, EIGE is responsible for the collection and analysis of comparable data on gender issues; developing methodological tools, particularly for the integration of the gender dimension in all policy areas; facilitating the exchange of best practices and dialogue among interested parties; and raising awareness among EU citizens.

### Other relevant EU agencies

By collecting and analysing data on fundamental rights, the **European Union Agency for Fundamental Rights (FRA)** assists EU Institutions and Member States with independent, evidence-based advice on fundamental rights. It contributes its expertise to ensure the full respect of fundamental rights across the EU. Working in partnership with the EU institutions, Member States and other organisations

at the international, European and national levels, the FRA plays an important role in helping to make fundamental rights a reality for everyone living in the EU. Recently FRA carried out an EU-wide survey on gender-based violence against women.

The **European Foundation for the Improvement of Living and Working Conditions (EUROFOUND)** provides information, advice and expertise on living and working conditions, industrial relations and managing change in Europe to key actors in the field of EU social policy on the basis of comparative information, research and analysis. In the area of gender equality, EUROFOUND maintains a long-standing commitment to the issue of equal opportunities for women and men in social and working life. In recent years, the Foundation has devoted even greater attention to gender-based inequalities, including the gender pay gap, through studies on equal opportunities, through its European Working Conditions and Quality of Life surveys, and by mainstreaming a gender perspective across its other activities. Data developed by Eurofound are used by EIGE for its Gender Equality Index.

### Committee of the Regions (CoR)

The Commission for Economic and Social Policy (ECOS) of the Committee of the Regions is responsible for coordinating work on equal opportunities, together with other issues such as employment, social protection, single market, enterprise policy, innovation, and economic and monetary policy. One of the opinions on gender equality currently being prepared (2013) regards the proposal for a directive proposed by the European Commission <sup>(2)</sup> on improving the gender balance among non-executive directors of companies listed on stock exchanges.

The Commission for Citizenship, Governance, Institutional & External Affairs (CIVEX) deals with fundamental rights and freedoms, as well as justice and home affairs, smart regulation and the reduction of administrative burdens, citizenship and broader institutional issues.

### European Economic and Social Committee (EESC)

As a consultative body of the European Union, the European Economic and Social Committee (EESC) enables civil society organisations to express their points of view at European level. The Section for Employment, Social Affairs and Citizenship (SOC) is responsible, inter alia, for gender equality. The SOC provides policy analysis and opinions — its own and those requested by the Commission, European Parliament or Council of the EU — and organises public events.



### Involvement of women's organisations at the EU level

The European Women's Lobby (EWL) is the largest umbrella organisation of women's associations in the European Union (EU) working to promote women's rights and equality between women and men. EWL membership extends to organisations in all 28 EU Member States and the three candidate countries, as well as to 20 European-wide bodies, representing a total of more than 2000 organisations. EWL was founded in 1990 with 12 national members' organisations and has become one of the oldest and best established European-level civil society organisations.

### Social dialogue and gender equality

European social partners — the European Trade Union Confederation (ETUC); Business Europe; the European

Association of Craft, Small and Medium-sized Enterprises (UEAPME); and the European Centre of Employers and Enterprises providing Public services (CEEP) — are key stakeholders in European social dialogue, working in a number of specific policy areas at European level. They are strongly committed to enhancing gender equality in the labour market and workplace. The Framework of Actions on Gender Equality is a prime example of the type of actions put forward by the European social partners. The framework sets out four priority areas for action: addressing gender roles, promoting women in decision-making, supporting work-life balance, and tackling the gender pay gap.

The ETUC has a Women's Committee, established in 1975, which comprises experts working in the field of gender equality from all of the national affiliates. The committee adopts positions on issues relating to equality between women and men and monitors the implementation of gender mainstreaming in the policies of ETUC.

## 2.2. Institutional developments for gender equality in the Council of Europe

Since the 1980s, the Council of Europe has provided help and assistance to its Members in order to achieve *de jure* gender equality, as well as guidance for *de facto* gender equality. Its commitment to gender equality has resulted in a strong legal and policy framework, including most important treaties such as the Convention on Action against Trafficking in Human Beings (CETS No 197) and the one on Preventing and Combating Violence against Women and Domestic Violence (CETS No 210). The Steering Committee for Equality between Women and Men (CDEG) is the Council of Europe's internal structure responsible for ensuring the implementation of legal provisions and other developments in the areas of gender equality. The experts who form the Committee (one from each Member State of the CoE) are entrusted with the task of stimulating action at national level, as well as within the Council of Europe, to achieve effective equality between women and men. The CDEG carries out analyses, studies and evaluations; defines strategies and political measures; and, where necessary, frames the appropriate legal instruments.

This approach changed in 2012 when the Council of Europe Transversal Programme on Gender Equality was launched. Its aim is to increase the visibility and the impact of gender equality standards and support their implementation in Member States, including gender mainstreaming. In this regard, the Gender Equality Commission was established to help ensure the mainstreaming of gender equality into all Council of Europe policies and to bridge the gap between commitments made at international level and the reality of

women in Europe. The priority areas are: combating gender stereotypes, especially in the media; equal access to justice, combating violence against women; participation and decision-making; and gender mainstreaming.

The Gender Equality Commission, under the supervision of the Steering Committee for Human Rights, conducts inter-governmental work in the field of gender equality assigned by the Committee of Ministers. Collaborating with its Secretariat, it ensures the inclusion of a gender perspective in the activities of other bodies of the organisation; offers expertise to Member States on the implementation of international standards; annually identifies a topic of particular relevance in the field of gender equality and organises an annual thematic conference; and engages in coordination and joint planning at international level, among other activities.

The Gender Equality Commission is supported by a number of entities, such as a network of National Focal Points in each Member State, the Gender Equality Rapporteurs appointed in the steering committees and monitoring bodies of the Council, as well as the Committee of Ministers' Thematic Co-ordinator on Equality and Trafficking.

All 28 EU Member States are among the 47 states members of the Council of Europe, and some of them have representatives on the elected Gender Equality Commission, on which the European Institute for Gender Equality (EIGE) has observer status.



## 2.3. Institutional developments for gender equality in the UN

### The international normative framework for the promotion and protection of gender equality

The pursuit of gender equality is an integral part of, but not subsidiary to, the Universal Declaration of Human Rights (UDHR) and the covenants, which enshrine equality of rights between women and men. Many international instruments contain single provisions for non-discrimination on the basis of sex; however, the 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (United Nations, 1979) grants explicit legal consideration to the specific condition of women and the interconnected impact of women's rights on the fulfilment of all human rights.

The preamble of CEDAW explains that despite the existence of other instruments stating principles of equality and non-discrimination, the rights of women are still not equal to those of men. CEDAW provides an international legal framework to promote gender equality and women's empowerment and establishes in detail the obligations of States on a variety of issues. The 1993 Vienna Declaration went beyond the discrimination paradigm to specifically recognise women's rights as human rights. The Beijing Platform for Action and the Millennium Declaration also commit the UN to promoting gender equality in its development efforts.

### The UN Mandate on gender mainstreaming

The UN's system-wide commitment to systematically including a gender perspective in all its activities is clear and reinforced by numerous international documents. There is a continued need, however, to complement the gender mainstreaming strategy with targeted interventions to promote gender equality and women's empowerment, particularly where there are glaring instances of persistent discrimination of women and inequality between women and men.

After the Nairobi and Vienna Conferences, the 1995 UN Fourth World Conference on Women in Beijing clearly established gender mainstreaming as the major global strategy for ensuring the incorporation of gender perspectives in all areas of societal development and the promotion of gender equality (United Nations, 1995).

In 1996 the UN General Assembly stressed the importance of gender mainstreaming, calling upon the United Nations

to promote an 'active and visible policy' of mainstreaming of gender perspectives (United Nations, 1996). The 1997 UN Economic and Social Council (Ecosoc) report further elaborated on the definition and relevance of gender mainstreaming (United Nations Economic and Social Council, 1997b).

The Beijing Platform for Action, Ecosoc Agreed Conclusions 1997/2 on 'Mainstreaming a gender perspective into all policies and programmes in the United Nations system' and all other intergovernmental mandates called for all entities within the United Nations to take gender perspectives into account in their work programmes. Subsequent resolutions of the General Assembly recalled the same principle, and other UN bodies have provided explicit mandates for gender mainstreaming in specific areas of work of the UN.

In 2006 the UN Secretary-General asked the high level programming and management committees of the Chief Executives Board for Coordination (CEB) to develop, in cooperation with his Special Adviser on Gender Issues and Advancement of Women, a system-wide gender mainstreaming policy to accelerate implementation of Ecosoc Conclusions 1997/2. After being endowed with the mandate to promote enhanced coordination, coherence and accountability of the system in its work on gender equality, UN Women took up the subject in 2011 and presented the system-wide action plan to the CEB in 2012. The CEB adopted the System-wide Action Plan (UN-SWAP) on gender equality and women's empowerment to be applied throughout the UN system. For the first time, the UN has a set of common metrics with which to measure progress in its gender-related work, including the mainstreaming of the gender perspective across all its operations.

### UN Women

The UN General Assembly created UN Women in July 2010 and decided to transfer to the new entity the mandates and functions of the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI), the Division for the Advancement of Women (DAW), the United Nations Development Fund for Women (UNIFEM) and the International Research and Training Institute for the Advancement of Women (INSTRAW) — with the additional role of leading, coordinating and promoting the accountability of the United Nations system in its work on gender equality and the empowerment of women. The General Assembly also

decided that supporting gender mainstreaming across the United Nations system would be an integral part of the work of the new entity. Additionally, in its founding resolution 64/289, the General Assembly also decided that UN Women should provide — through its normative support functions and operational activities — guidance and technical support to all Member States at their request, on gender mainstreaming, gender equality and the empowerment and rights of women and girls.

Since the creation of UN Women in 2010, standards of gender mainstreaming within the United Nations system have increased at the global, regional and national levels (e.g. through adoption of UN SWAP).

UN Women's support to countries to empower women and advance towards gender equality should not replace or reduce any existing work or investments of any other UN entity, but instead must encourage and support other entities in expanding their investments, programmes and staffing for gender equality, given that no United Nations endeavour to promote peace, development or human rights can be effectively pursued without applying a gender perspective.

## UN SWAP

The United Nations System-wide Action Plan (UN-SWAP) on Gender Equality and the Empowerment of Women was a landmark action plan that created the first set of common

metrics for the United Nations system to evaluate progress in its gender-related work.

The UN-SWAP is a unified gender equality framework designed to promote accountability, common understanding, enhanced coherence, systematic self-assessment, and a steady targeted and progressive approach to which the UN system entities can aspire and adhere in their work on gender equality and the empowerment of women at the corporate level.

Reporting on the SWAP commenced in 2013, setting a baseline for the UN system. The 2013 report, which included data from 55 United Nations entities on progress made on Gender Equality and Women's Empowerment, emphasises that UN entities recognise that gender equality and the empowerment of women contribute strongly to development and that gender mainstreaming remains a most viable means of advancing the goal of gender equality and the empowerment of women. Despite the availability of some capacity to carry out the work on gender equality, the focus of this work is mostly on process rather than on impact and results. The different practices, tools and methodologies for implementing the UN's strategy on gender mainstreaming also constrain system-wide comparability, assessment and planning.

On 24 July 2013, the Economic and Social Council (Ecosoc) adopted a resolution on mainstreaming a gender perspective into all policies and programmes in the United Nations system (E/2013/L.14), making the UN accountable for gender equality and women's empowerment.

### 3. Indicator 1: Status of governmental responsibility in promoting gender equality



## 3. Indicator 1: Status of governmental responsibility in promoting gender equality

### 3.1. Basis for the indicator

Indicator 1 is based on the first strategic objective of area of concern H of the Beijing Platform for Action on Institutional mechanisms — create or strengthen national machineries and other governmental bodies — and a set of sub-objectives:

- responsibility for promoting gender equality policies should be vested at the highest possible level of government, such as the level of a cabinet minister;
- the national machinery should be located at the highest possible level of government. It should have clearly defined mandates; adequate resources; and the ability to influence policy, formulate and review legislation and provide staff training;
- the government should establish procedures to allow the machinery to gather information on government-wide policy issues at an early stage and use it in the policy development and review process;
- the government should report to legislative bodies on the progress of undertakings on a regular basis and promote the active involvement of the broad and diverse range of institutional actors in the public, private and volunteer sectors in the work for equality between women and men.

All sub-objectives were considered crucial for an effective, influential and powerful governmental body and were included in indicator 1, developed by the Finnish Presidency, with the exception of staff training.

### 3.2. Concept and measurement of the indicator

This indicator provides information on the level of responsibility placed on promoting gender equality within a government hierarchy.

A **governmental gender equality body** is a governmental body whose purpose is to design, coordinate and implement government policies for gender equality and is normally located in the government hierarchy (i.e. in a ministry or in the Prime Minister's Office).

This indicator includes the following:

- the functions of the governmental gender equality body at national/federal level;
- existence of governmental action plan on gender equality (GAPGE);
- reporting to the legislative bodies such as Parliament on the progress of gender equality.
- highest responsibility for promoting gender equality at the governmental level;
- existence and permanence of governmental gender equality body at national/federal level;
- the position of location of the governmental gender equality body within the government hierarchy;

Indicator 1 is assigned a maximum value of 10. A Member State receives 10 points if the highest responsibility for promoting gender equality is vested in a cabinet minister; there is a permanent governmental gender equality body at the highest level in a ministry (or it forms itself an entire ministry); it has the main functions of 1) forming government policy, 2) reviewing legislation, drafting laws, 3) promoting the implementation of government decisions and 4) coordination and/or development of gender mainstreaming; and the Member State has both an action plan for promoting gender equality and a system for reporting regularly to legislative bodies.



More specifically, points are awarded as follows:

- highest responsibility for promoting gender equality at the governmental level:
  - two points if a cabinet minister is responsible for promoting gender equality;
  - one point if an assistant Minister or a State Secretary is responsible for promoting gender equality;
  - zero points if there is no responsibility for promoting gender equality at the governmental level.
- existence and permanence of a governmental body:
  - two points if the status of the governmental gender equality body is permanent;
  - one point if the status of the governmental gender equality body is temporary;
  - zero points if there is no governmental gender equality body.
- the position of the governmental gender equality body within the government structure:
  - two points if the governmental body is positioned at the highest level in a ministry or forms itself an entire ministry;
  - one point if the governmental body is positioned at the intermediate level in a ministry;
  - zero points if it is positioned at the lower level in a ministry or is an independent body outside the ministerial structures.
- regarding the functions of the governmental body (max 2 points), Member States receive 0.5 points for each of the functions mentioned above.
- accountability of the government for the promotion of gender equality:
  - two points if a Member State has both a national action plan on gender equality and a regular system for reporting to legislative bodies;
  - one point if it has only one of them;
  - zero points if it has neither.

### 3.3. Data overview

The scores were tallied on the basis of the 2012 data provided by the responses of the governmental representatives to the self-reporting survey and compared to the results of survey carried out by Finnish government in 2005.

Overall, the 2012 data shows that most Member States (BE, DE, EE, ES, IT, CY, LT, HU, MT, NL, AT, PL, SI, SK, FI, UK) have made progress when compared to 2005. Eight Member States (ES, IT, CY, LT, LU, AT, SE, UK) have reached the highest score of ten points. In two Member States (DK, IE), a minor setback in the institutional structures since 2005 can be seen, while in seven countries the indicator score remained at the level of 2005 (CZ, EL, FR, LV, LU, PT, SE). Comparisons for Bulgaria, Croatia and Romania were not made as those countries were not included in the report presented by the Finnish Presidency in 2006.

The accountability of the governmental gender equality body and the existence of the governmental action plan for gender equality (GAPGE) demonstrate the largest improvement. As compared to 2005, in 2012 more Member States have a GAPGE and the governmental gender equality body reports more regularly to the legislative authority such as a national or federal parliament (see Figure 3.1). However, the general nature of the questions does not allow for an assessment of the effectiveness of the implementation of governmental action plans for gender equality.

Setbacks can be observed in governmental responsibility for promoting gender equality (aspect regarding 'highest responsibility'). In 2012, the percentage of Member States where a cabinet minister or equal level position has the responsibility for promoting gender equality decreased to 79 % compared to 88 % in 2005 (see Figure 3.1).

The data from 2005 and 2012 for all aspects of Indicator 1 are presented below, together with some additional data which expand the current concept of Indicator 1.

#### Highest responsibility for promoting gender equality at the governmental level

As part of founding national laws (constitutions) and constituent part of specific laws promoting gender equality and protecting both women and men against discrimination based on sex and other grounds, the responsibility to promote and advance gender equality lies with governments of the Member States. However, approaches differ regarding where to place the mandate of this policy area.

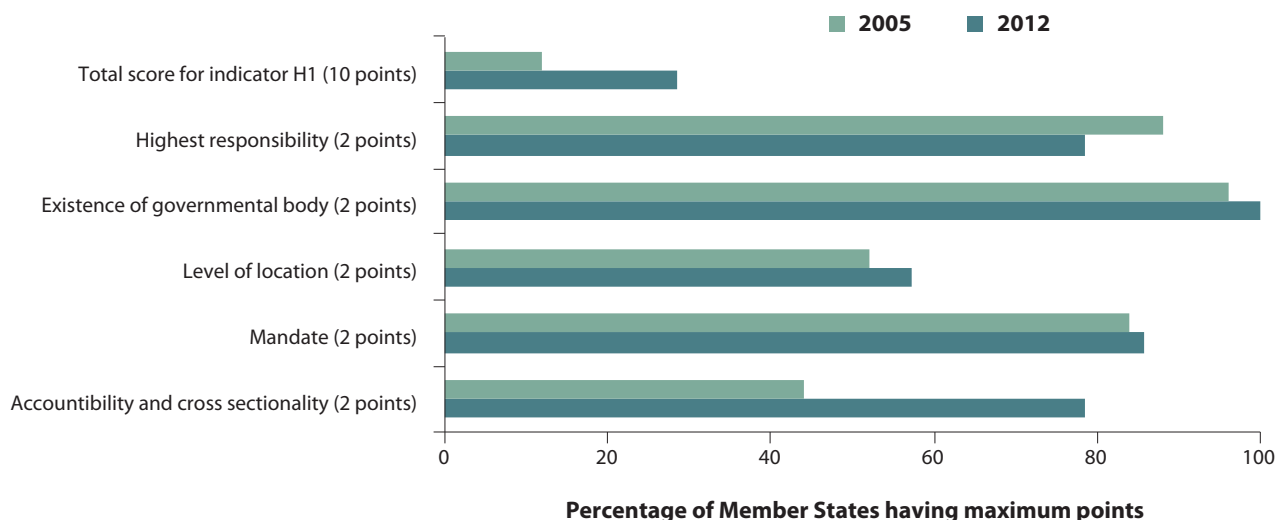
When it comes to the level of responsibility for gender equality, two thirds of the 28 EU Member States (BE, BG, CZ, DK, DE, EE, ES, FR, IT, CY, LV, LT, LU, HU, MT, NL, AT, SI, FI, SE, UK) had a cabinet minister responsible for promoting gender equality in 2012 (Figure 3.2). In five Member States (IE, EL, PT, RO, SK) the highest responsibility of the government for the promotion

**Table 3.1: Indicator 1 — Status of governmental responsibility in promoting gender equality, 2005 and 2012**

Member States	Highest responsibility at the governmental level		Governmental body for promoting gender equality		Level of location of the governmental body		Functions of the governmental body		Accountability and existence of GAPGE		Total score for indicator H1 (0-10)	
	2005	2012	2005	2012	2005	2012	2005	2012	2005	2012	2005	2012
BE	2	2	2	2	0	0	2	2	1	2	7	8
BG	:	2	:	2	:	1	:	2	:	2	:	9
CZ	2	2	2	2	1	1	2	2	1	1	8	8
DK	2	2	2	2	2	2	2	1.5	2	2	10	9.5
DE	2	2	2	2	2	2	2	2	0	1	8	9
EE	2	2	2	2	2	2	2	2	0	1	8	9
IE	2	1	2	2	1	1	1.5	1.5	2	2	8.5	7.5
EL	2	1	2	2	2	2	1	2	2	2	9	9
ES	2	2	2	2	2	2	2	2	1	2	9	10
FR	1	2	2	2	2	1	2	2	2	2	9	9
HR	:	0	:	2	:	0	:	2	:	2	:	6
IT	1	2	2	2	2	2	2	2	0	2	7	10
CY	2	2	2	2	2	2	2	2	1	2	9	10
LV	2	2	2	2	1	1	2	2	2	2	9	9
LT	2	2	2	2	1	2	2	2	2	2	9	10
LU	2	2	2	2	2	2	2	2	2	2	10	10
HU	2	2	2	2	1	1	2	2	0	1	7	8
MT	2	2	2	2	0	0	1.5	2	1	1	6.5	7
NL	2	2	2	2	1	1	1	1.5	2	2	8	8.5
AT	2	2	2	2	2	2	2	2	1	2	9	10
PL	2	2	1	2	2	2	2	2	0	1	7	9
PT	1	1	2	2	2	2	2	2	2	2	9	9
RO	:	1	:	2	:	1	:	2	:	2	:	8
SI	2	2	2	2	0	2	2	1.5	2	2	8	9.5
SK	2	1	2	2	1	2	2	2	1	2	8	9
FI	2	2	2	2	1	1	2	2	1	2	8	9
SE	2	2	2	2	2	2	2	2	2	2	10	10
UK	2	2	2	2	1	2	2	2	1	2	8	10
EU-25	1.88	1.84	1.96	2	1.4	1.56	1.88	1.92	1.24	1.76	8.36	9.08
EU-28	:	1.75	:	2	:	1.46	:	1.93	:	1.79	:	8.93

Note: ':' indicates data were not available (BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available)

Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE)

**Figure 3.1: Status of governmental responsibility in promoting gender (Indicator 1), 2005 and 2012**

Note: BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available

Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE)

of gender equality was vested in an assistant minister, deputy minister or vice minister. In Croatia, the responsibility for promoting gender equality is vested in an advisory body to the government, which does not belong to any ministry but is accountable directly to the government. In Poland, the highest responsibility for the promotion of gender equality is vested in the Government Plenipotentiary for Equal Treatment. The Plenipotentiary reports directly to the Prime Minister and, although this position is not a cabinet minister, it is considered to be equivalent to responsibility at the level of a cabinet minister. Since 2012, the Plenipotentiary has taken part in cabinet meetings as if the position were equal to a cabinet minister.

The data for 2012 and 2005 strongly suggest that gender equality experienced a decrease in importance among the governments of the Member States, despite being a fundamental value of the EU. In 2012, there were fewer Member States where a cabinet minister or equal position level was responsible for gender equality (a decrease from 88 % to 79 %), mainly due to the fact that three Member States (IE, EL, SK) moved the responsibility of the government for the promotion of gender equality to the assistant/deputy ministry level in 2012. France and Italy, however, demonstrated strong commitment by raising the responsibility of the government

In 2012, 79 % of EU Member States were in compliance with the BPfA objective of placing the responsibility for promoting gender equality at highest possible level of government — at the level of a cabinet minister or equivalent —, compared to 88 % in 2005.

### Existence of a governmental body for promoting gender equality

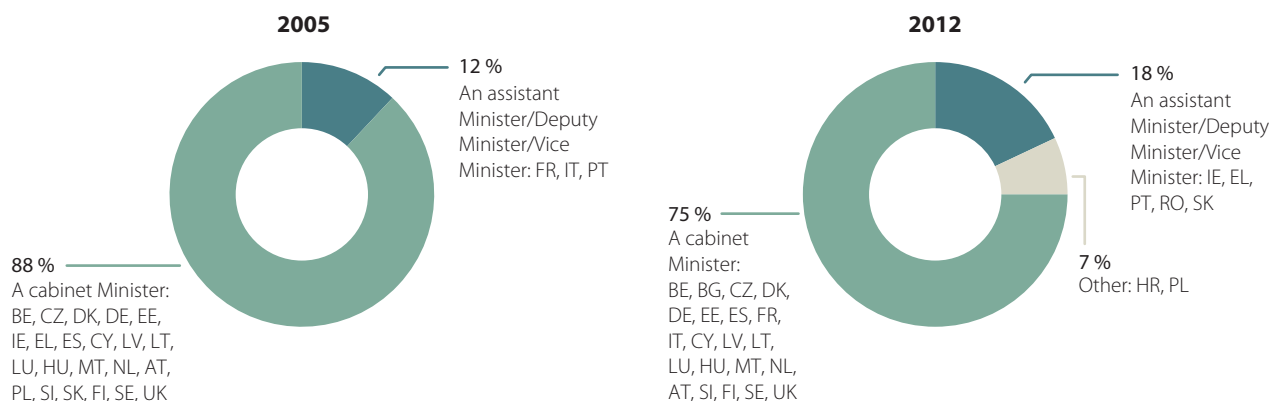
In 2012, there was a permanent governmental gender equality body in charge of designing, coordinating and implementing government policies for promoting gender equality in all Member States. Germany has additional gender equality bodies in all Federal States (16 Laender) at different levels but always at least at a ministerial level. Belgium has permanent governmental bodies responsible for gender equality in regions, situated either at the highest level or at the intermediate level in a ministry.

### Position of the governmental body for promoting gender equality

In 2012 (Figure 3.3), the governmental gender equality body was located at the highest level of the government hierarchy in half of the 28 EU Member States (DK, DE, EE, EL, ES, IT, CY, LT, LU, AT, PL, PT, SI, SK, SE, UK), and the gender equality body is a unit or a sector in a department and is thereby located at the intermediate level in a ministry in nine other Member States (BG, CZ, IE, FR, LV, HU, NL, RO, FI).



**Figure 3.2: Percentage of Member States by level of governmental responsibility for promoting gender equality, 2005 (25 MS) and 2012 (28 MS)**



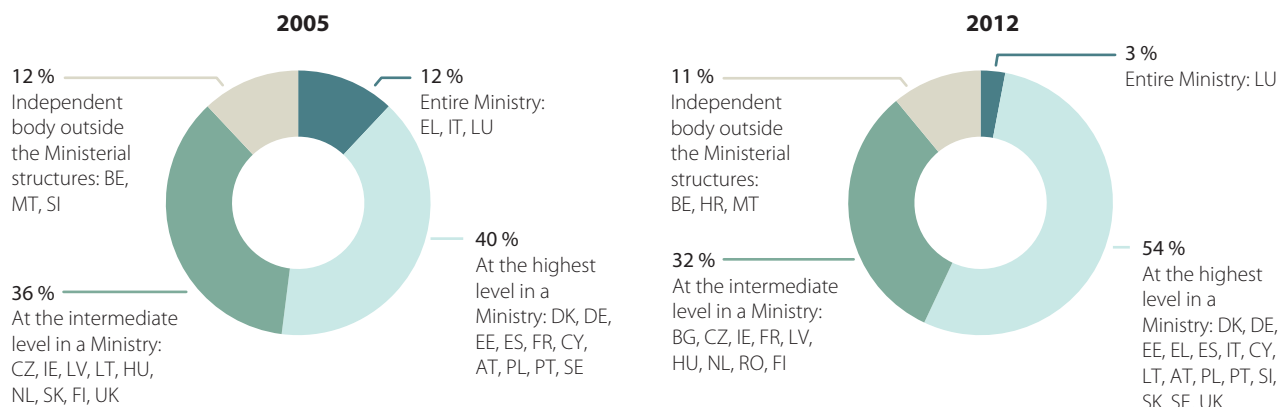
Note: BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available

Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE)

In Belgium, Croatia and Malta the gender equality body is located outside the ministerial structures. In Belgium, the Institute for the Equality for Women and Men is an autonomous government institution. In Croatia, the responsibility for promoting gender equality is vested in an advisory body outside the Ministry — the Government Office for Gender Equality. In Malta the National Commission for the Promotion of Equality is an autonomous body which also carries out several functions of a governmental body and is under the responsibility of the Justice, Dialogue and the Family.

Since 2005, the location of governmental gender equality bodies remained the same in 18 Member States (BE, CZ, DK, DE, EE, IE, ES, CY, LV, LU, HU, MT, NL, AT, PL, PT, FI, SE). In other Member States, several negative and positive changes have taken place. In one instance the entire ministry for gender equality (in 2005) was replaced by a governmental gender equality body located at the highest level in a ministry in 2012, and in another the level of location of the governmental gender equality body was raised.

**Figure 3.3: Percentage of Member States by level at which the governmental gender equality body is located, 2005 (25 MS) and 2012 (28 MS)**



Note: BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available.

Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE)

Positive developments in regards to this area have been recorded in several Member States. In 2005, Slovenia had an independent body outside the ministerial structures, which by 2012 had been incorporated as a governmental gender equality body into the ministerial structures at the highest level. In Lithuania, Slovakia and the United Kingdom, the governmental gender equality body was at the intermediate level in 2005 and had been moved to the highest level within the ministry by 2012.

The three Member States that joined the EU in 2007 (BG and RO) and 2013 (HR) have differing approaches to their governmental gender equality body and its location within the ministerial hierarchy: the Bulgarian governmental official indicated that under its Department of Equal opportunities, Anti-discrimination and Social Policy within the Ministry of Labour and Social Policy there is a person assigned the specific and sole task of focusing on gender equality; in Croatia an advisory body to the government not part of the cabinet is responsible for gender equality, and Romania currently has a department for gender equality located at the intermediate level within the Ministry of Labour, Family, Social Protection and the Elderly, where equal opportunities between women and men are placed under the mandate of family policies.

Overall, the level at which the governmental gender equality body is located in the ministerial hierarchy of the EU Member States has shown a slight improvement since 2005.

However, the data should be interpreted with caution. They present the situation in two points in time — 2005 and 2012. The changes between these years are not reviewed. Furthermore, a sound comparison of data is impeded by differences in national institutional settings and structures of governance.

In 2012, all Member States had a governmental gender equality body. The percentage of Member States with a governmental gender equality body as entire Ministry or located at the highest level within the ministry increased from 52 % to 57 %, and the percentage of those that placed the governmental body at the intermediate level dropped from 36 % to 32 %.

### Functions of the governmental body for promoting gender equality

An analysis of the tasks performed by the governmental gender equality bodies gives insight into differences in scope, mandate and position of the governmental body in the entire governmental structure (Figure 3.4).

All EU Member States reported that the mandate or functions of the governmental gender equality body at national/federal level included forming policy for the government; coordinating and/or developing of gender mainstreaming

processes and methodologies; and EU and international affairs. Almost all governmental gender equality bodies were also mandated to analyse policies, monitor and assess reforms (except HU), provide information and training (except NL), promote the implementation of government decisions (except DK, SI), review legislation (except DK, IE, HU, NL) and draft laws (IE, HR, NL, SE). In addition, 18 Member States (BE, BG, DE, EE, EL, ES, HR, IT, LU, MT, NL, AT, PL, PT, RO, SI, FI, UK) reported that their governmental gender equality bodies carry out research and development.

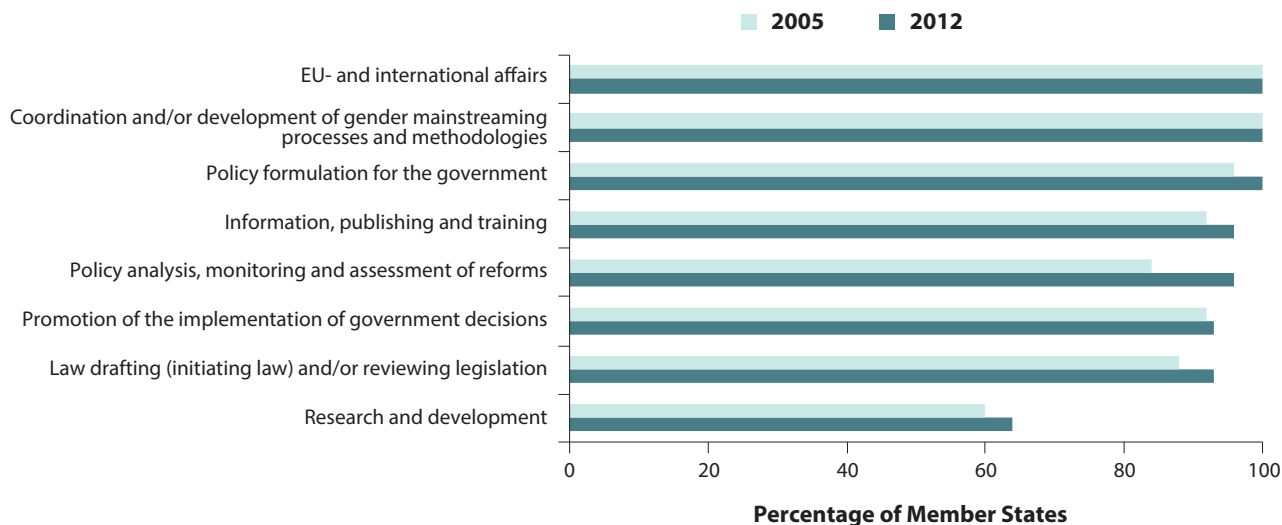
Other functions of the governmental gender equality body mentioned were initiating different projects with a focus on gender or gender equality (BG, DK), implementing positive action metrics (IE), running shelters (HU) and coordination of equal opportunities in structural funds (SK). Governmental gender equality bodies also cooperated with civil society organisations and provided support for various projects on gender equality. Since 2005 a slight increase appears in the scope and number of tasks dealt with by the governmental gender equality bodies of the 28 EU Member States (Figure 3.5).

**Figure 3.4: Number of Member States by type of tasks assigned to the governmental gender equality body, 2012**



Source: data collected January – April 2013 (EIGE)

**Figure 3.5: Percentage of Member States by types of tasks assigned to the governmental gender equality body, 2005 (25 MS) and 2012 (28 MS)**



Note: BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available. In the Finnish Presidency report of 2006, law drafting and reviewing legislation were combined under one task. This report considered reviewing legislation and law drafting as two different tasks. To ensure comparability with the data of 2005, the two tasks were joined under one score.

Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE)

In 2012, the tasks assigned to the governmental gender equality body expanded: policy analysis, monitoring and assessment of reforms was mandated in 96 % of Member States compared to 84 % in 2005; law drafting (initiating laws) and/or reviewing legislation in 93 % of Member States in 2012 compared to 88 % in 2005; policy formulation for the

government was mentioned by all Member States in 2012 while 96 % mentioned it in 2005; information, publishing and training was a task of governmental gender equality bodies in 96 % of Member States in 2012 compared to 92 % in 2005; a research and development mandate was present in 64 % of Member States compared to 60 % in 2005.

### No changes have been observed in regards to the following tasks of the governmental gender equality bodies:

- Coordination and/or development of gender mainstreaming processes and methodologies
- EU and international affairs

Since 2005, several Member States have expanded the mandate of the governmental gender equality bodies to include the following tasks:

- Policy analysis, monitoring and assessment of reforms
- Law drafting (initiating laws) and/or reviewing legislation
- Forming government policy
- Information, publishing and training
- Research and development
- Promoting implementation of government decisions.

In two Member States the governmental gender equality body had no role in law drafting or reviewing legislation.

## Existence of governmental action plans for gender equality

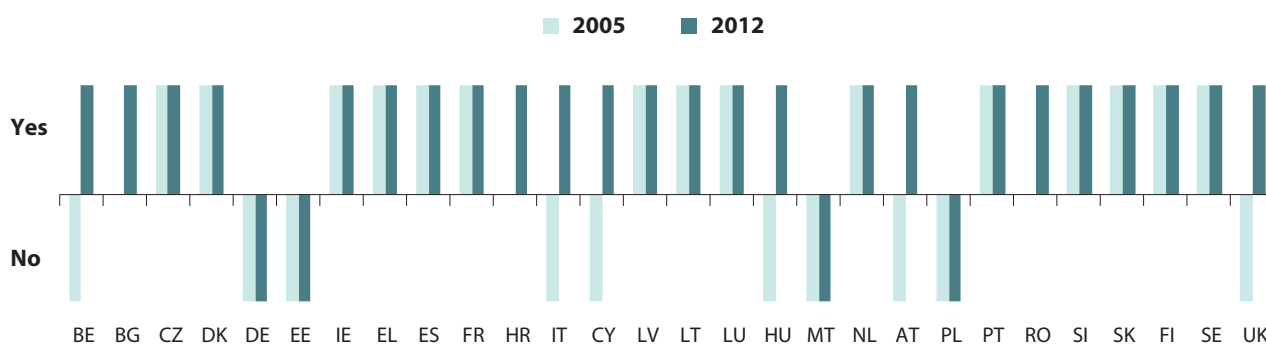
The existence of a governmental action plan for gender equality (GAPGE) and a reporting system are a part of Indicator 1, which covers government responsibility and commitment to gender equality.

The existence of an action plan in itself is obviously not sufficient to measure of gender equality. The current methodological framework and the scope of the research do not allow an assessment of the *quality* of implementation of national action plans. There is ample evidence showing

that, due to various reasons, the implementation of national plans in some countries faces serious setbacks (EIGE, 2013c)

In 2012 (Figure 3.6), two-thirds of the Member States (24) had an action plan for gender equality adopted by the government or parliament (BE, BG, CZ, DK, IE, EL, ES, FR, HR, IT, CY, LV, LT, LU, HU, NL, AT, PT, RO, SI, SK, FI, SE, UK). At the time of the survey, an action plan was under preparation in Poland and an action plan for the forthcoming period (starting 2013) was under preparation in Romania. In 2005, only 15 Member States had national action plans for gender equality.

**Figure 3.6: Governmental Action Plans for Gender Equality by Member State, 2005 and 2012**



Source: data collected January – April 2013 (EIGE)

The majority of action plans for gender equality focus on the economy (23 Member States), education (15), decision-making (14), gender-based violence (14), reconciliation (12), gender mainstreaming (11), health (10) and combating gender stereotypes (10). The rights of LGB(T) people, youth, participation and governance are the least addressed issues in the plans (1 or 2 Member States included these areas) (Annex II, Table 4). In some Member States (DK, IT, LV, AT, UK), the governmental action plan was narrower in scope: it either presented the actions of the governmental gender equality body or those of other departments of the same ministry. In some cases it presented the action of some ministries where the national action plan included the policy, initiatives and/or reforms for the government offices and governmental agencies at national level and also at regional and local (municipal) level (SE). Most of the governmental action plans for gender equality involve all or most ministries in the implementation (BE, BG, CZ, IE, EL, ES, FR, HR, CY, LT, LU, HU, NL, PT, SI, SK, FI).

Nearly all policy documents had a multi-year timespan. Four Member States (BG, CZ, DK, IT) developed or updated action plans annually, other Member States prepared multi-annual plans varying from two to eleven years (Table 3.2).

A total of 18 Member States (BE, BG, CZ, DK, DE, EE, ES, IT, HR, CY, LT, MT, NL, AT, PL, PT, FI, SE) reported that there were other policy documents on gender equality (other than the national/federal action plan) adopted by the Government or Parliament. Member States that do not have a governmental action plan for gender equality may still have strategic targets in specific areas of gender equality such as anti-trafficking, prevention of gender-based violence against women, reducing the gender pay gap, the implementation of the United Nations Security Council Resolution 1325 (2000) or the employment of women.

In 2005, only 15 Member States had national action plans for gender equality. In 2012, this number had reached 23, which represents an increase from 60 % to 86 %. However, the existence of a national action plan is not a sufficient measure of progress. It remains important to assess the quality and outcomes of its implementation.



**Table 3.2: Time span of Governmental Action Plans for Gender Equality by Member State, 2005–2014**

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	
BE								2012-2014			
BG	2005	2006		2008-2009	2009-2015						
CZ	2005	2006	2007	2008	2009	2010	2011	2012	2013		
DK	2005	2006	2007	2008	2009	2010	2011	2012	2013		
DE*							2011				
EE*				2008-2010			2011-2013		2012-2015		
IE			2007-2016								
EL	2004-2008					2010-2013					
ES	2005			2008-2011			2011				
FR	2004-...*							2012-...			
HR							2011-2015				
IT								2012			
CY					2009	2007-2013					
LV	2005-2006		2007-2010					2012-2014			
LT	2005-2009					2010-2014					
LU		2006-2008			2009-2014						
HU						2010-2011		2010-2021			
MT					2009-2010						
NL		2006-2007		2008-2011				2011-2015			
AT				2008-2011							
PL*	2003-2005		2006-2016								
PT	2003-2006		2007-2010				2011-2013				
RO		2006-2009					2010-2012				
SI		2006-2007		2008-2009		2010-2011		2012-2013			
SK						2010-2013					
FI	2004-2007			2008-2011				2012-2015			
SE					2009	2010-2014					
UK		2006-2016							2013		

Note: (\*): DE: First report on gender equality, EE: The information does not cover NAP covering different areas, but programmes to promote gender equality in working life, FR: The Charter for Gender Equality was adopted in 2004 and does not establish a time span, PL: There was a National Action Plan on Gender Equality in 1997 but it is not included in the table since it only covers the period from 2005 onwards. The 2006–2016 NAP is the National Action Plan on Counteracting Domestic Violence.

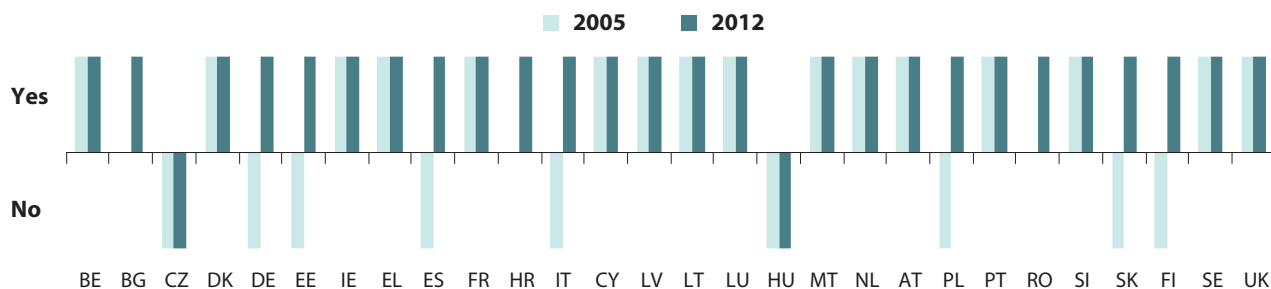
Source: *Gender Equality Index country profiles*, EIGE, 2013c

### Reporting to legislative bodies

A significant improvement can be seen in the system for reporting to national or federal legislative bodies on the

progress of gender equality: while nine EU Member States (CZ, DE, EE, ES, IT, HU, PL, SK, FI) did not have such a system in place in 2005, it was absent in only the Czech Republic and Hungary in 2012 (Figure 3.7).

**Figure 3.7: Existence of a system for reporting by the governmental gender equality body to the legislative authority by Member State, in 2005 and 2012**



Note: BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available.

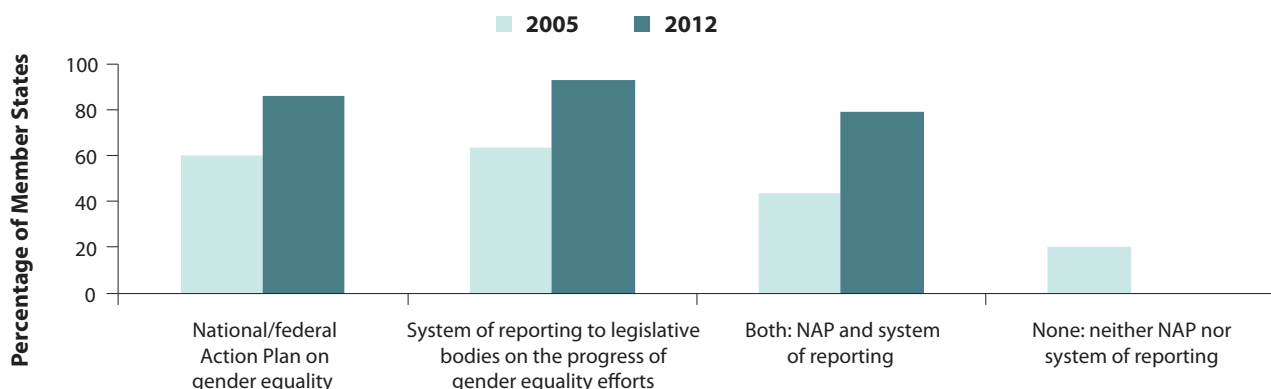
Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE)

As part of responsibility, the existence of a governmental action plan on gender equality and reporting to the legislative authority facilitates the formation of a coherent national strategy on gender equality and monitoring its implementation so that results can be properly assessed before a new or updated plan or strategy is developed. Since 2005, compliance with BPfA objectives of having a governmental

action plan for gender equality and reporting regularly to the legislative authority improved.

The percentage of countries which have both national actions plans and reporting systems increased from 44 % in 2005 (DK, IE, EL, FR, LV, LT, LU, NL, PT, SI, SE) to 79 % in 2012 (BE, BG, DK, IE, EL, ES, FR, HR, IT, CY, LV, LT, LU, NL, AT, PT, RO, SI, SK, FI, SE, UK) (Figure 3.8).

**Figure 3.8: Percentage of Member States that had a GAPGE and a reporting system, 2005 (25 MS) and 2012 (28 MS)**



Note: BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available.

Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE)

The percentage of Member States which have a system to report on gender equality to legislative bodies grew from 64 % in 2005 to 93 % in 2012. There is also progress in the number of Member States that show the accountability of the government for the promotion of gender equality, measured by the existence of both a national action plan for gender equality and a regular system for reporting to legislative bodies. By 2012, more than two thirds of Member States (79 %) reported the existence of both.

## Existence of an independent body for the promotion of equal treatment for women and men

Directive 2002/73/EC on the implementation of the principle of equal treatment for men and women as regards access to employment, working conditions, vocational training and promotion provides that 'Member States shall designate and make the necessary arrangements for a body or bodies for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the grounds of sex. These bodies may form part of the agencies in charge at national level of the defence of human rights or the safeguard of the individuals' rights. The Member States shall ensure that the competences of these bodies include independent assistance to the victims, conducting independent surveys concerning discrimination and publishing independent reports and making recommendations.' (see Article 8a of the Directive 2002/73/EC, European Parliament and the Council, 2002)

It is important to note that the term 'independent' refers to the independent powers of these bodies defined in Article 8a of Directive 2002/73/EC (European Parliament and the Council, 2002), such as providing independent assistance to victims of discrimination in pursuing their complaints on discrimination.

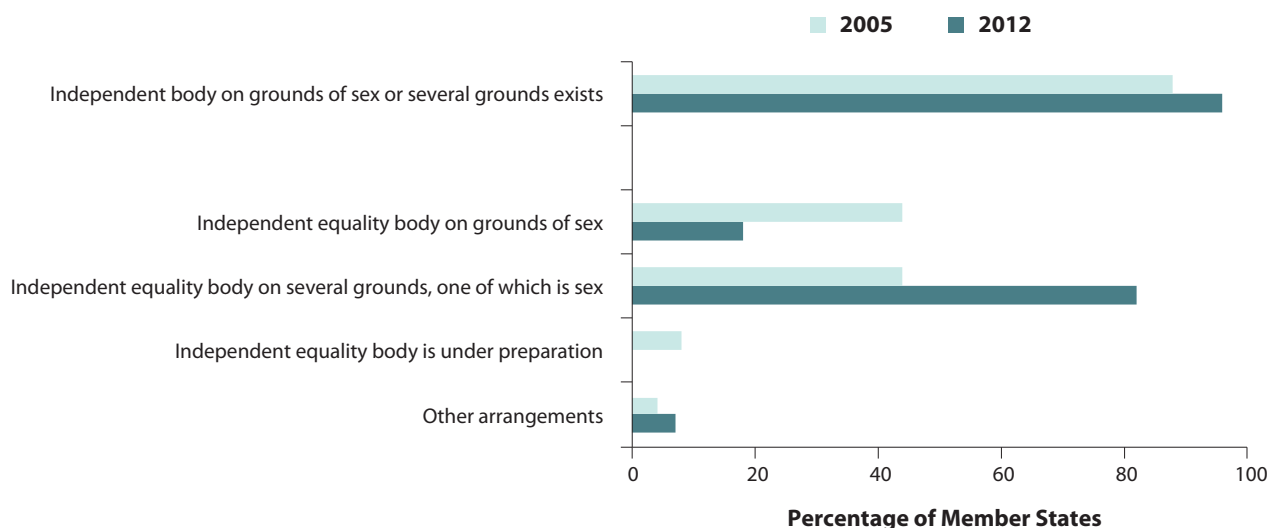
In 2012, all EU Member States except for IT reported the existence of an independent body in charge of equal treatment for women and men. In Italy the tasks mentioned in Directive 2002/73/EC are performed by the Department for Equal Opportunities. This body focuses solely on

discrimination on the grounds of sex in only five Member States (BE, ES, HR, PT, FI). In other Member States, these bodies handle equal treatment of women and men an independent body that focuses on discrimination on other grounds as well (Figure 3.9).

In 2005, there were 22 Member States reporting the existence of independent bodies in charge of the promotion of equal treatment for women and men. Half of these bodies (BE, DK, EE, ES, CY, MT, PT, SI, FI, SE, UK) focused solely on discrimination on the grounds of sex. The other half (CZ, DE, IE, EL, FR, LV, LT, HU, NL, AT, SK) had a broader mandate and handled cases of discrimination on other grounds as well.

By 2012 the number of bodies with an exclusive focus on protection against discrimination on the grounds of sex had substantially decreased (from 44 % in 2005 to 18 % in 2012). Three Member States (LV, NL, PL) stated that the independent bodies in charge of the promotion of equal treatment for women and men are also dealing with human rights. This tendency has important consequences. First, these developments potentially undermine the importance of gender as an underlying ground of all inequalities. Second, it also means a reduction in institutional capacity and commitment to combat gender inequalities. Thirdly, these institutional developments manifest the growing emphasis, also among governmental gender equality bodies, on the protection of equal rights, often through legislation, rather than on the promotion of gender equality through policies, awareness-raising and information. Consequently, the trend might seriously impede the transition between 'de jure' and 'de facto' gender equality.

**Figure 3.9: Percentage of Member States by location of the designated body for the promotion of equal treatment between women and men, 2005 (25 MS) and 2012 (28 MS)**



Note: BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available.

Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE)



## Protecting vs. promoting gender equality

Reviewing the tasks of the governmental gender equality bodies and of the independent bodies allows a clear distinction to be drawn between tasks focused on protecting against discrimination and tasks promoting gender equality (for example, national awareness-raising campaigns on gender equality). Furthermore, it also allows for an assessment of whether this change leads to a shift from a comprehensive and broad gender equality mandate to a much narrower legal approach that focuses on protection under the umbrella of human rights.

Although in the questionnaire to governmental bodies no clear distinction was made between promotion and protection as different tasks of the independent body for the promotion of equal treatment for women and men, the description of the mandates provided some information. Twenty-three Member States had an independent body with a clear mandate to protect against discrimination, often explicitly mentioning supporting victims (BE, BG, DK, DE, EE, IE, FR, HR, CY, LV, LT, LU, HU, MT, NL, AT, PT, PL, RO, SI, SK, FI, SE). In the light of Directive 2002/73/EC this might be obvious, since protecting victims is one of the explicit objectives of the directive. However, it seems that other relevant tasks of independent bodies — promotion, monitoring, analysis and support of equal treatment of women and men as mentioned in Directive 2002/73/EC — are getting less attention. The perspective of women's organisations was sought on this issue.

All interviewees from women's NGOs, except seven (BG, EL, ES, FR, LV, PT, SK), made a distinction between organisations (bodies) and/or their mandates regarding the protection and the promotion of equal rights. According to six respondents, more attention is paid to protection rather than promotion of equal rights, mainly because the mandates for promotion-related tasks are less legally binding or non-existent (BE, DK, DE, IE, CY, NL).

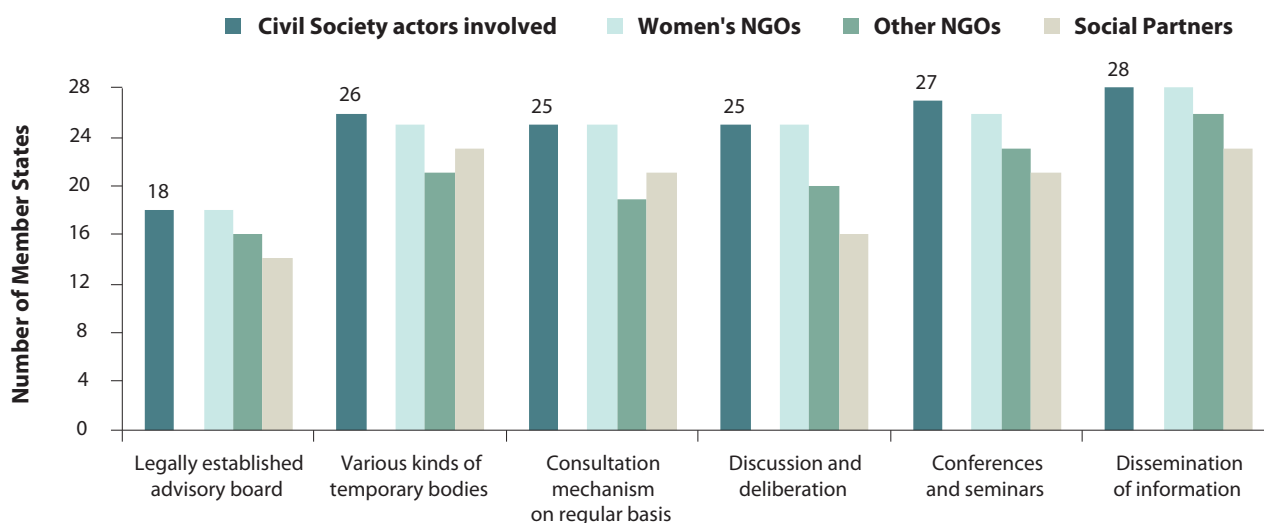
Bearing in mind the nature of the independent bodies and their mandate and decision-making power, the institutional setting and approach on broader institutional structures for gender equality require further investigation.

## Civil society involvement

According to the BpFA, alongside governmental gender equality bodies and independent bodies for the promotion of equal treatment of women and men, the institutional structure for gender equality should provide possibilities to involve civil society.

In 2012, almost all Member States reported the involvement of civil society actors, including women's NGOs, social partners and other civil society organisations (CSOs), in promoting gender equality at national/federal level (Figure 3.10) and more specifically in the dissemination of information and publications among civil society actors (Annex II, Table 5).

**Figure 3.10: Number of Member States that involved different civil society actors in different stages of the policy process, 2012**



Source: data collected January – April 2013 (EIGE)

**Figure 3.11: Percentage of Member states that involve women's organisations and social partners in the policy process, 2005 (25 MS) and 2012 (28 MS)**



Note: BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available.

Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE)

On average, civil society actors were less involved on a regular basis with a formally established advisory board attached to the ministry responsible for gender equality.

The involvement of civil society actors in making policy to promote gender equality seems to have slightly increased since 2005, especially for women's organisations (Figure 3.11). More Member States reported their involvement on a regular basis in meetings and discussions where deliberations on governmental work and policies for gender equality took place (68 % of Member States in 2005 versus 89 % of Member States in 2012). There is also a growing number of Member States in which women's organisations are invited to participate on a regular basis in various types of temporary bodies that develop policies or monitor and/or assess the status of gender equality (72 % of Member States in 2005 and 89 % of Member States in 2012).

All interviewees from women's organisations reported involvement (to a greater or a lesser extent) in the development or evaluation of legislation or policies related to or on gender equality. Only five Member States reported a lack of involvement of civil society actors or their non-institutionalised involvement (ES, FR, IT, LU, NL).

Besides women's organisations, other civil society actors were also involved in the policy process in 2012 in 23 Member States (except for BE, FR, IT, HU, SK). In five Member States (DE, LV, LT, SI, UK), social partners were not involved

in the development or evaluation of gender equality policy or legislation, whereas in Luxembourg and Sweden, apart from women's organisations, only social partners were involved. In four Member States, only other civil society actors, such as academics (CZ, EE, NL) or the church (HR), were involved.

The increased involvement of civil society organisations (CSOs) in developing and evaluating policy and legislation during the last ten years was reported by thirteen respondents from women's organisations (BG, CZ, DK, EL, HR, CY, LT, MT, PL, RO, SI, SK, SE) and was attributed to the:

- establishment of more civil society organisations;
- institutionalisation of women's organisations;
- increased professionalism of women's organisations;
- creation of new coalitions or increased cooperation between CSOs and/or ministries.

In seven Member States, the NGO interviewees reported reasons for low civil society involvement in policymaking, such as the lack of funding for NGOs (BG, CZ, HR, SK), the limited impact of gender equality work due to absence of governmental commitment (EL, HR) or the very limited consultation of civil society organisations by the government (MT).

## 3.4. Conclusions

Indicator 1 examines the status of governmental responsibility in promoting gender equality and is based on the first set of BPfA strategic objectives on institutional mechanisms for the advancement of women. The indicator takes into account the highest responsibility for promoting gender equality at the governmental level; the existence, location and functions of the governmental gender equality body; as well as the level of accountability of the government gender equality policies. It is a sum indicator with a maximum score of 10.

Overall, according to the total indicator scores, 16 Member States had made some progress by 2012 compared to 2005. Eight Member States had reached the highest score of ten points for indicator 1.

Most of the progress is due to improved accountability for gender equality policies, manifested by the increased number of Member States which adopted national action plans for gender equality and established regular reporting on gender equality to the legislative bodies.

At the same time, the percentage of Member States in compliance with the BPfA objective of placing the responsibility for promoting gender equality at the highest possible level in the government declined from 88 % in 2005 to 79 % in 2012.

Nearly all Member States expanded their institutional structures between 2005 and 2012. In 2005, all Member States had a governmental body for promoting gender equality and the majority had an (independent) body for protection against discrimination. By 2012, all 28 EU Member States complied with the requirement of Directive 2002/73/EC to establish a body for the promotion, analysis, monitoring and

support of equal treatment of all persons without discrimination on the grounds of sex. Nevertheless, it is not clear to what extent the tasks of promotion, analysis and monitoring are being carried out by these or other institutions. In addition, the data provide a picture of the increasing prevalence of a legal approach within the gender equality infrastructure, with the consequent risk of a reduced commitment to the promotion of gender equality.

The other international requirements regarding institutional mechanisms for gender equality, as stated in the BPfA and EU policies, were met to a large extent in most Member States. All Member States had a governmental body with a permanent status and a broad mandate to implement gender mainstreaming, draft laws and review policies.

The level at which the governmental gender equality bodies are located in the ministerial hierarchy of the Member States has not significantly changed. In 2012 it was the same as 2005 in 18 Member States, and the level of location increased in four and decreased in three Member States.

According to the BPfA, the involvement of civil society is an important feature of effective institutional mechanisms. Almost all Member States reported an active involvement of civil society actors —such as women's NGOs, other NGOs and social partners— in the work to promote gender equality at national/federal level. The impact of the involvement of women's NGOs in policy development, as perceived by their interviewed leaders, varied greatly among Member States depending on funding available for NGOs and on the government's level of commitment to institutionalise the regular involvement of women's NGOs.

## 4. Indicator 2: Human resources for the promotion of gender equality



## 4. Indicator 2: Human resources for the promotion of gender equality

### 4.1. Basis for indicators 2a and 2b

This chapter reviews strategic objective H1 *Create or strengthen national machineries and other governmental bodies* by assessing the personnel resources of the governmental gender equality body and bodies for the promotion of equal treatment of women and men <sup>(3)</sup>. This information is addressed by two indicators:

- 2a Personnel resources of the governmental gender equality body and
- 2b Personnel resources of the independent body or bodies for the promotion of equal treatment of women and men.

Adequate resources are a precondition for effective institutional mechanisms and progress in gender equality. A government's commitment to promoting gender equality can therefore be measured in terms of resources allocated to the governmental gender equality body (Council of the European Union, 2006). Because of the difficulties in producing comparable data on the total amount of resources, the Finnish presidency report introduced a measurement which includes the personnel resources available for the governmental gender equality body.

The allocation of resources to the independent body referred to in Directive 2002/73/EC gives important information on the effectiveness and efficiency of protection against discrimination, since budget allocations can be seen as an implication of policy priority.

The research on this particular subject is rather limited. McBride and Mazur (2010), in their work on institutional mechanisms for gender equality, conclude that 'women's policy machineries have become more institutionalised and powerful in the decades until the early 2000s [...] they were placed closer to decision-making centres'. Although most Member States in McBride and Mazur's (2010) work had a 'women's policy machinery', 'staff remained generally small, budgets were a tiny proportion of overall government spending, many offices had no budgets for women's groups or staff for research, and agencies with very low levels of administrative capacity were still quite numerous.'

In 2013, the European Commission presented an analysis on 'The impact of the economic crisis on the situation of women and men and on gender equality policies'. The analysis signals that since the beginning of the economic crisis, the fiscal consolidation of several Member States (BE, CZ, IE, ES, LV, AT, RO, SK, UK) may have impaired 'the functioning of the gender equality machinery. At the same time, some other Member States have introduced institutional innovations in the field of gender equality (Poland and the Slovak Republic) while Denmark, Sweden, and Portugal have attempted to make the existing machinery more effective' (European Commission, 2013, p. 206).

Although this report does not aim to assess the impact on gender equality of the cuts, it is important to investigate whether these budget cuts have affected the effectiveness of the institutions on gender equality observed in the 1990s and early 2000s in some Member States. The following sections describe the actual developments in personnel resources since 2005.



## 4.2. Indicator 2a. Personnel resources of the governmental gender equality body

### 4.2.1. Concept and measurement of the indicator

Indicator 2a indicates the ratio of the personnel resources available for the governmental gender equality body to the size of the Member State in terms of population. It thereby represents a government's commitment to the promotion of gender equality in terms of personnel resource allocation for the governmental gender equality body. The number of employees is given in person years, meaning full-time, year-round employment excluding all project personnel that do not receive funding from the state budget. The indicator is calculated from the ratio of employees per population (millions) in each Member State and describes the deviation from the median.

Following the metrics introduced by the Finnish Presidency, and in order to ensure the comparability of data over time, the indicator does not include the personnel of all gender equality bodies in the Member States working in the government administration. This is a limitation of the indicator because other equality bodies might perform almost the same tasks as the governmental body analysed here. However, because of the different institutional structures, it is difficult to produce the data comparable among Member States that includes all personnel involved in promoting

gender equality in all relevant bodies. Neither does the indicator take into account the degree to which certain tasks of gender equality bodies (e.g. research and development, capacity building, training) are outsourced.

The information used to calculate the indicator was collected through the online survey among the HLG-members of all 28 Member States, in the period January – April 2013. The data represents the situation in 2012. The population numbers were obtained from Eurostat (demo\_pjan) 19/06/2013.

### 4.2.2. Data overview

In 2012, the number of employees of the governmental gender equality body in the Member States varied from less than 5 employees in four Member States to more than 100 employees in three Member States (Table 4.1). For the purpose of comparison, Member States can be roughly divided in three groups according to the size of their population (35 or more inhabitants, 10–35 million inhabitants, and 10 million or less inhabitants). In larger Member States, there are at least 20 employees in the governmental gender equality body while in the smallest Member States category (10 million inhabitants or less) there are at least 2 employees in the governmental gender equality body. If the number of

#### Methodological note on the use of the median for comparing the Member States

Finnish Presidency Report, 2006

Indicator 2 was formed bearing in mind the basic functions required of the equality body regardless of the size of a Member State (see e.g. Indicator 1).

However, the ratio was naturally formed depending on the size of the Member State. At first, the ratio of personnel resources to the population was formed (full-time employees in person years per population in millions). It was thereafter noticed that the mean did not provide an ideal reference value because it was distorted by the two considerably high values of Luxembourg and Malta. If the mean was used as an average, most of the Member States would have scored under it and thereby got a negative value as their ratio. Thus the median was chosen as a benchmark to which the values of the Member States would be compared.

The median is the middle element when the data set is arranged in order of magnitude. The ratio indicator thereby indicates the deviation from the median.

Half of the Member States score negative and the other half positive values.

With this ratio indicator it is possible to track and demonstrate even the slightest changes in the number of employees of the governmental bodies for promoting gender equality in the EU Member States. It also helps avoid problems by roughly categorising the Member States into a few groups by their size.

**Table 4.1: Indicator 2a: Human resources of the governmental gender equality body (full-time, year-round employees in person years), 2005 and 2012**

Member States	2005					2012				
	Governmental body exists	Population (1 000 000)	Employees (person years)	Employees/Population (1 000 )	Deviation from median (2.6)	Governmental body exists	Population (1 000 000)	Employees (person years)	Employees/Population (1 000 000)	Deviation from median (2.15)
BE	Yes	10	30	3	0.4	Yes	11.09	43.7	3.94	1.79
BG	:	:	:	:	:	Yes	7.33	:	:	:
CZ	Yes	10	5	0.5	-2.1	Yes	10.51	2	0.19	-1.96
DK	Yes	5.4	16	3	0.4	Yes	5.58	16	2.87	0.72
DE	Yes	83	45	0.5	-2.1	Yes	81.84	209	2.55	0.4
EE	Yes	1.3	5	3.8	1.2	Yes	1.34	7	5.22	3.07
IE	Yes	4.1	9	2.2	-0.4	Yes	4.58	8	1.75	-0.4
EL	Yes	11	63	5.7	3.1	Yes	11.29	52	4.61	2.46
ES	Yes	43	113	2.6	0	Yes	46.20	174	3.77	1.62
FR	Yes	62	214	3.5	0.9	Yes	65.33	188	2.88	0.73
HR	:	:	:	:	:	Yes	4.40	7	1.59	-0.56
IT	Yes	58	75	1.3	-1.3	Yes	60.82	72	1.18	-0.97
CY	Yes	0.7	3	4.3	1.7	Yes	0.86	3	3.49	1.34
LV	Yes	2.3	3	1.3	-1.3	Yes	2.04	2	0.98	-1.17
LT	Yes	3.4	2	0.6	-2	Yes	3.01	3	1	-1.15
LU	Yes	0.45	9.5	21.1	18.5	Yes	0.52	10	19.23	17.08
HU	Yes	10	12	1.2	-1.4	Yes	9.96	8	0.8	-1.35
MT	Yes	0.4	6	15	12.4	Yes	0.42	:	:	:
NL	Yes	16	28	1.8	-0.9	Yes	16.73	25	1.49	-0.66
AT	Yes	8.2	35	4.3	1.7	Yes	8.44	44	5.21	3.06
PL	Yes	38	50	1.3	-1.3	Yes	38.54	20	0.52	-1.63
PT	Yes	11	63	5.7	3.1	Yes	10.54	72	6.83	4.68
RO	:	:	:	:	:	Yes	21.36	12	0.56	-1.59
SI	Yes	2	9	4.5	1.9	Yes	2.06	8	3.88	1.73
SK	Yes	5.4	4	0.7	-1.9	Yes	5.40	5	0.93	-1.22
FI	Yes	5.2	13	2.5	-0.1	Yes	5.40	14	2.59	0.44
SE	Yes	9	24	2.7	0.1	Yes	9.48	12	1.27	-0.88
UK	Yes	60	35	0.6	-2	Yes	63.26	100	1.58	-0.57

Note: ':' indicates data were not available (BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available). For BE, DE, FR the number of employees of regional gender equality bodies are included. For DE data on the number of employees are not available for Bremen, Hamburg, Rheinland-Pfalz, Schleswig-Holstein.

Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE); for population 2012 data from Eurostat, demo\_pjan, downloaded 19/06/2013



employees is compared to the size of the population (ratio of employees per million population), the overall median ratio in European Union is equal to 2.15.

Taking into account both changes in the number of employees and changes in the population size, the ratios of governmental bodies on gender equality have grown by more than 40 % since 2005 in three Member States (ES, LT, UK) but have diminished by more than 40 % in three Member States (CZ, PL, SE).

However, it is worth noting that the workload of the governmental equality body does not increase or decrease in direct proportion to the population size. The personnel resources of the governmental body can be related to the total number of civil servants (number of staff in person years divided by total number of civil servants) instead of relation to the general population. By relating the personnel resources to the total number of civil servants, the differences in size of the governmental institutions caused

by size of populations are corrected to some extent. Table 6 in Annex II presents the ratio of the personnel resources of the governmental bodies to the total number of civil servants.

In federal states there are also governmental gender equality bodies at the regional level that have been included in 2012 indicator scores. However, it is likely that some Member States that do not function under a federal system also have gender equality bodies at the regional/departmental level, making it difficult to provide an accurate comparative perspective between EU Member States.

Several civil society respondents mentioned insufficiencies in the institutional structures because of a lack of funding for gender equality (EE, NL, FI and UK), a lack of funding and staff specifically in the governmental gender equality body (CY, HU) or reductions in the national machinery (IE).

## 4.3. Indicator 2b. Personnel resources of the designated body or bodies for the promotion of equal treatment of women and men

### 4.3.1. Concept and measurement of the indicator

Indicator 2b indicates the ratio of personnel resources available to the designated body for the promotion of equal treatment of women and men to the population size of the Member State. It thereby represents a government's commitment to promoting gender equality in terms of resource allocation for the protection and promotion of equal treatment in accordance with Directive 2002/73/EC. The number of employees is given

in person-years, meaning full-time, year-round employment excluding all project personnel that do not receive funding from the state budget. In case of independent bodies in charge of promoting equal treatment on several grounds, one of which is sex, an estimate of the number of employees solely in charge of combating discrimination on grounds of sex was requested. The indicator is calculated from the ratio of employees per population (million) in each EU Member State and describes the deviation from the median.

Indicator 2b is calculated the same way as indicator 2a (see the methodological note related to indicator 2a above).

Making comparisons between personnel resources is a difficult exercise because the workload of the governmental equality body does not increase or decrease in direct proportion to the population size. It is therefore sometimes more meaningful to examine changes over time rather than the numbers themselves.

Comparing the number of employees to the size of the population, the ratios have diminished in half of the Member States. The number of Member States (11) in which the absolute numbers of personnel resources of the governmental gender equality body have increased since 2005 is the same as the number of Member States (11) in which the number of employees has decreased. In two countries the number of employees remained the same. This signals a lot of volatility across the EU Member States.



**Table 4.2: Indicator 2b: Human resources of the designated body or bodies for the promotion of equal treatment of women and men (full-time, year-round employees in person years), 2005 and 2012**

Member States	2005					2012				
	Independent body exists	Population (1 000 000)	Employees (person years)	Employees/Population (1 000 000)	Deviation from median (1.0)	Independent body exists	Population (1 000 000)	Employees (person years)	Employees/Population (1 000 000)	Deviation From median (1.42)
BE	Yes	:	:	:	:	Yes	11.09	8.5	0.77	-0.65
BG	:	:	:	:	:	Yes	7.33	:	:	:
CZ	Yes	10	5	0.5	-0.5	Yes	10.51	5	0.48	-0.94
DK	Yes	5.4	4	0.7	-0.3	Yes	5.58	9	1.61	0.19
DE	Yes	:	:	:	:	Yes	81.84	:	:	:
EE	Yes	1.3	1	0.8	-0.2	Yes	1.34	:	:	:
IE	Yes	4.1	6	1.5	0.5	Yes	4.58	:	:	:
EL	Yes	11	1	0.1	-0.9	Yes	11.29	4	0.35	-1.07
ES	Yes	:	:	:	:	Yes	46.20	120	2.6	1.18
FR	Yes	:	:	:	:	Yes	65.33	:	:	:
HR	:	:	:	:	:	Yes	4.40	10	2.27	0.85
IT	No	na	na	na	na	No	60.82	na	na	na
CY	Yes	0.7	2	2.9	1.9	Yes	0.86	1.5	1.74	0.32
LV	Yes	2.3	1	0.4	-0.6	Yes	2.04	2.5	1.23	-0.19
LT	Yes	3.4	3.5	1	0	Yes	3.01	:	:	:
LU	No	na	na	na	na	Yes	0.52	:	:	:
HU	Yes	:	:	:	:	Yes	9.96	:	:	:
MT	Yes	:	:	:	:	Yes	0.42	:	:	:
NL	Yes	:	:	:	:	Yes	16.73	:	:	:
AT	Yes	8.2	14.5	1.8	0.8	Yes	8.44	:	:	:
PL	No	na	na	na	na	Yes	38.54	3	0.08	-1.34
PT	Yes	11	19	1.7	0.7	Yes	10.54	22	2.09	0.67
RO	:	:	:	:	:	Yes	21.36	:	:	:
SI	Yes	2	1	0.5	-0.5	Yes	2.06	:	:	:
SK	Yes	5.4	1.5	0.3	-0.7	Yes	5.40	:	:	:
FI	Yes	5.2	9.5	1.8	0.8	Yes	5.40	11	2.04	0.62
SE	Yes	9	28	3.1	2.1	Yes	9.48	:	:	:
UK	Yes	60	165	2.7	1.7	Yes	63.26	25	0.4	-1.02

Note: ':' indicates data were not available (BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available; the independent body is the same as the governmental body for BE and MT, but the personnel resources are separated for BE; data on personal resources are not available for BG, DE, EE, IE, FR, LT, LU, HU, MT, NL, AT, RO, SI, SK, SE; for DE the number represents only the Federal Equality Body (Antidiskriminierungsstelle des Bundes). Independent equality bodies also exist in some of Federal States (Laender) which were not considered.); 'na' indicates 'not applicable' (an independent body for gender equality does not exist in IT);

Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE); for population 2012 data from Eurostat, demo\_pjan, downloaded 19/06/2013

The information used to calculate the indicator was collected through the online survey among the HLG-members of all 28 Member States during the period January – April 2013.

The data represents the situation in 2012. The population numbers were obtained from Eurostat (demo\_pjan) 19/06/2013.



### 4.3.2 Data overview

The personnel resources available to independent bodies for the promotion of equal treatment vary between Member States. The minimum personnel resources of an independent body for gender equality are below 2 and the maximum above 100.

In relation to population size, the median ratio in the European Union is 1.42 (Table 4.2).

Five countries (BE, ES, HR, PT, FI) have independent bodies with personnel working to promote equal treatment of women and men. The majority of Member States (BG, CZ, DK, DE, EE, IE, EL, FR, CY, LV, LT, LU, HU, MT, NL, AT, PL, PT, RO, SI, SK, SE, UK) have an independent body combating discrimination on several grounds, one of which is sex. For those bodies, respondents were asked to give an estimate of the number of personnel working solely on equal treatment on the grounds of sex.

The number of employees per population of the independent body or bodies has grown since 2005 in five Member States (DK, EL, LV, PT, FI) and decreased in three Member States (CZ, CY, UK). Part of this growth can be attributed to

the broadening of the mandate of already existing bodies from the sole ground of sex to multiple grounds.

However, a full comparison between the situation in 2005 and 2012 for all Member States was not possible for several reasons. First of all, three Member States (BG, HR, RO) joined the EU after 2005 and therefore were not included in the Finnish Presidency survey. Secondly, in 2005 the independent body was under preparation in Luxembourg and Poland and therefore data on personnel resources for that year were not available. The independent body and the governmental body was the same organisation in three Member States (BE, ES, MT) in 2005 and in two Member states (BE, MT) in 2012. While in 2005 the data of personnel working with these different tasks were not separated (it was separated in 2012 only), the comparison in time was not possible. Finally, information was not fully available in both 2005 and 2012 for 11 Member States (DE, EE, IE, FR, LT, HU, NL, AT, SI, SK, SE), making the comparison for these countries impossible.

As with the personnel resources of the governmental body, the personnel resources of independent bodies for promotion of equal treatment of women and men can also be related to the total number of civil servants (Annex II, Table 6).

Since 2005 all Member States have set-up independent bodies for the promotion of equal treatment of women and men following Directive 2000/78. The number of employees per population of the independent body for promotion of equal treatment of women and men has grown since 2005 in five Member States, while in three other countries this number decreased. For 19 Member States information on the number of personnel was not available either in 2005 or in 2012 or in both years.

A shift in mandate from the promotion of equal treatment of women and men to addressing multiple grounds of discrimination, one of which is sex, was observed in seven Member States from 2005 to 2012. In 2012 twenty-three Member States had independent bodies working on combatting discrimination on several grounds.

## 4.4. Conclusions

The second indicator is based on the personnel resources of the governmental gender equality body and the designated body or bodies for the promotion of equal treatment of women and men.

Regarding changes in personnel allocated to governmental gender equality bodies since 2005, the picture is rather diverse. In 11 Member States the absolute number of personnel resources was higher in 2012 than in 2005, but in 11 Member States the number of staff decreased.

The number of staff (per population) of the designated body or of bodies for the promotion of equal treatment of women and men increased in five Member States and

decreased in three. These developments are inevitably impacted by the shift in mandate of independent bodies from the promotion of equal treatment of women and men to addressing multiple grounds of discrimination, one of which is sex. In 2012 twenty-three Member States had independent bodies working on combatting discrimination on several grounds. The figures on the personnel resources of independent bodies working solely on the grounds of sex and bodies in charge of combating discrimination on several grounds, one of which is sex, are not always comparable. For 19 Member States, the comparison between 2005 and 2012 was not even possible due to lack of availability of information on number of personnel.

## 5. Indicator 3: Gender mainstreaming



## 5. Indicator 3: Gender mainstreaming

### 5.1. Basis of the indicator

Indicator 3 is based on the second strategic objective of area H on institutional mechanisms — integrate gender perspectives in legislation, public programmes and projects — and a set of sub-objectives:

- seek to ensure that before policy decisions are taken, an analysis of their impact on women and men, respectively, is carried out;
- regularly review national policies, programmes and projects, as well as their implementation, evaluating the impact of employment and income policies in order to guarantee that women are direct beneficiaries of development and that their full contribution to development, both remunerated and unremunerated, is considered in economic policy and planning;
- promote national strategies and aims for equality between women and men in order to eliminate obstacles to the exercise of women's rights and eradicate all forms of discrimination against women;
- work with members of legislative bodies, as appropriate, to promote a gender perspective in all legislation and policies;
- give all ministries the mandate to review policies and programmes from a gender perspective and in light of the Beijing Platform for Action; place the responsibility for implementing that mandate at the highest possible level; establish and/or strengthen an inter-ministerial coordination structure to carry out this mandate, monitor progress and network with relevant machineries.

The EU structures and policies for the promotion of gender equality are based on the concept of a dual approach to gender equality, i.e. the promotion of gender equality in all policy areas and activities (gender mainstreaming) and specific measures.

In order to help develop and practically apply the concept of gender mainstreaming, the Council of the European Union reiterated and advocated a systematic approach to

gender mainstreaming strategy, specifically mentioning the:

- effective application of a gender impact assessment of policies;
- development of statistics broken down by sex;
- use of indicators to measure progress;
- training programmes to develop gender expertise.

The report presented by the Finnish and Swedish Presidencies of the Council of European Union (2006, 2009) assessed the implementation of gender mainstreaming within the EU Member States. The Finnish report concluded that in 2005 all 25 EU Member States had some form of commitment to gender mainstreaming and had an inter-ministerial structure and/or contact persons within the ministries. In most Member States, the use of gender mainstreaming methods, such as gender impact assessments, were at an initial stage or used only in some ministries. Gender budgeting was hardly used or was even an unknown concept (Council of the European Union, 2006).

Several years later, in 2009, the report of the Swedish Presidency of the EU emphasised that a majority of Member States had adopted gender mainstreaming as their main strategy. Ten Member States had introduced a legal obligation on gender mainstreaming (BE, BG, DE, DK, EE, ES, LV, SI, FI and UK) by that year. Several of the Member States, having joined the EU more recently, had also introduced gender mainstreaming in some policy areas. Nevertheless, the report warned 'against taking a linear development for granted in the implementation of gender mainstreaming' as the different aspects and components of gender mainstreaming were either unknown or just in their initial phase of implementation. For example, the implementation of gender budgeting remained often limited or lacking and there were only four Member States (ES, FR, AT, FI) that were able to make an explicit statement on gender budgeting (Council of the European Union, 2009).



## 5.2. Concept and measurement of the indicator

Indicator 3 provides information on the government's commitment to and the status of gender mainstreaming in the EU Member States. In the 2006 Finnish Presidency report, the indicator included five aspects:

- status of the governmental commitment to gender mainstreaming in public administration,
- existence of structures and methods for use in gender mainstreaming,
- gender impact assessment in law drafting,
- gender impact assessment in drafting policy programmes,
- gender budgeting.

Indicator 3 is a sum indicator with a maximum value of 10. A Member State receives ten points if the government's commitment is a legal obligation, there is some inter-ministerial structure of gender mainstreaming (such as a coordinating body or a network of contact persons), and gender impact assessment (in law drafting as well as in drafting programmes and projects) and gender budgeting are widely used in most ministries.

More specifically, points are awarded as follows:

- status of the government's commitment to gender mainstreaming in public administration:
  - 2 points if the Government's commitment to gender mainstreaming is a legal obligation,
  - 1.5 points if the commitment is a de facto binding decision,
  - 1 point if it is a recommendation,
  - 0.5 points if it is some other kind of commitment,
  - 0 points if there is no commitment at all.
- gender mainstreaming structures:
  - 2 points if the Member State has some inter-ministerial gender mainstreaming structure (an inter-ministerial coordination structure or focal points in every ministry),

- 0 points if it has no gender mainstreaming structures at all.
- gender impact assessment in law drafting:
  - 2 points if gender impact assessment in law drafting is widely used in most ministries,
  - 1 point if the method is used in some ministries,
  - 0.5 points if it is at its initial stage,
  - 0 points if it is practically an unknown concept at the governmental level.

The same calculation applies to gender impact assessment when drafting programmes and projects and to gender budgeting.

The information used to calculate the indicator was collected through the online survey of the HLG members of all 28 Member States in the period January – April 2013. The data represents the situation in 2012.

Only one Member State has achieved the maximum score of 10 in 2012 and one third of Member States received at least 6 points but less than 10 points. As many as 25 % of Member States received less than 4 points.

When looking at the total scores for gender mainstreaming at the Member States level, some progress was made in 15 Member States (BE, EE, EL, ES, FR, IT, CY, LU, HU, MT, AT, PL, FI, SE, UK) since 2005. However, in Portugal and Slovenia, the situation stayed the same, while in eight Member States there was a setback in gender mainstreaming (CZ, DK, DE, IE, LV, LT, NL, SK).

Tables 7 and 8 and Annex II present the scores for indicator 3 on gender mainstreaming, calculated according to the methodology established by the Finnish Presidency.

## 5.3. Recommendations for improving the measurement of Indicator 3

According to the BPfA, implementing gender mainstreaming requires governmental commitment; structure of governmental bodies and officials responsible for gender mainstreaming; consultation with gender experts both within the government and within civil society; knowledge (training and awareness-raising) on how to implement gender mainstreaming; and the use of methods and tools.

In the 2006 Finnish Presidency report, some of these issues were already addressed. In the current report, a few additional aspects are analysed, which were also included in the questionnaire sent to the governmental officials in 2012. These were questions on: commitment, consultations with the governmental gender equality body, the use of training for government officials and several questions on the use of methods and tools for gender mainstreaming and their effects.

The current report proposes to improve this indicator by taking into consideration other gender mainstreaming tools (e.g. monitoring and evaluation) and proposing a re-structuring of indicator 3 with 3 aspects:

- 1: Status of the government's commitment to gender mainstreaming
- 2: Structures for gender mainstreaming
- 3: Commitment to and use of the methods and tools for gender mainstreaming

### Calculation of Indicator 3

Several changes are suggested for adjustment of the calculation of indicator 3 to enable a better description of the situation using the single measurement tool.

**Aspect 1: 'Status of the government's commitment to gender mainstreaming'** remains unchanged, namely:

- 2 points are given if the government's commitment to gender mainstreaming is a legal obligation,
- 1.5 points if the commitment is a de facto binding decision,
- 1 point if it is a recommendation,

- 0.5 points if it is some other kind of commitment,
- 0 points if there is no commitment at all.

The maximum score attainable by a Member State is 2 points.

The calculations of aspect 1: 'Status of the government's commitment to gender mainstreaming' are presented in Table 8 in Annex II.

**Aspect 2: 'Gender mainstreaming structures'** consists of two parts:

- 2.1. gender mainstreaming structures
- 2.2. consultations with the governmental gender equality body

The maximum score attainable by a Member State is four.

#### 2.1. Structures of gender mainstreaming (maximum score = 2)

It is recommended to adjust the calculation of 'Gender mainstreaming structures'. In the methodology proposed by the 2006 Finnish Presidency report, the existence of contact persons in ministries and/or an inter-ministerial coordination structure was evaluated and scored with one point. No extra points were given when both contact persons in ministries and an inter-ministerial coordination structure existed simultaneously. The existence of both might improve the structure of gender mainstreaming, therefore, in the current report they are assessed separately and awarded more weight:

- one point if there is an inter-ministerial structure;
- one point if there are contact persons or focal points responsible for gender mainstreaming in ministries;
- two points if both are in place;
- zero points if neither exist.

The results of the current report show that several Member States have an inter-ministerial coordination structure and contact persons/focal points in ministries.

**2.2. Consultations with the governmental gender equality body (maximum score = 2)**

The ‘Consultation with the governmental gender equality body’ aspect is assessed in the following manner:

- 2 points when the governmental gender equality body is consulted on (almost) all new policies and policy evaluations;
- 1.5 points when the governmental gender equality body is consulted on (almost) all new policies and some policy evaluations; or on some new policies and (almost) all policy evaluations;
- 1 point when the governmental gender equality body is consulted on some new policies and some policy evaluations; or when it is consulted only on one of the two: on all new policies but not on policy evaluations or vice versa;
- 0.5 point when the governmental gender equality body is consulted only on new policies or policy evaluations;
- 0 points when the governmental gender equality body is never consulted on the development of new policy plans or on policy evaluations.

Table 9 in Annex II presents the calculations of the aspect 2: ‘Gender mainstreaming structures’ according to the recommended methodology.

**Aspect 3: ‘Commitment to and use of the methods and tools for gender mainstreaming’** consists of three parts:

3.1. commitment to using gender mainstreaming methods and tools;

3.2. commitment to using gender mainstreaming methods and tools;

3.3. availability of reports from evaluation studies.

The maximum score one Member State can get is ten.

**3.1. Commitment to using gender mainstreaming methods and tools (maximum score = 2)**

Member State receives:

- two points, when there are both a legal obligation to undertake a gender impact assessment in drafting laws and policies and a legal obligation to undertake a gender budgeting or gender impact assessment of ministerial budgets;

- one point where one of the above-mentioned obligations exists;
- zero points when none of them exists.

**3.2. Use of gender mainstreaming methods and tools (maximum score = 7)**

This aspect looks at:

- providing gender training: Member States receive 1 point when it provides some gender training on regular basis and 0.5 points when training is not provided on regular basis but still is offered on an ad-hoc basis
- use of gender impact assessment (GIA) in law drafting and policy programmes, action plans, projects: Member States receive 2 points when it is widely used — both in law drafting and in drafting policy programmes, action plans and projects by most or some ministries; 1 point, when it is sometimes used — it is used at least in law drafting or drafting policy programmes, action plans and projects by most or some ministries; 0.5 points, when this is in its initial stages in both or one is in its initial stage and another is an unknown concept; 0 points when it is unknown concept in both
- gender budgeting (GB): Member State receive 2 points when gender budgeting or gender impact assessments of ministerial budgets are widely used; 1 point, when sometimes used; 0.5 points, when in its initial stage; 0 points, when an unknown concept
- monitoring and evaluation: Member States receive 2 points, when evaluation has been undertaken on gender monitoring as well as in gender (ex-post) evaluation; 1 point when one of those evaluations has been undertaken; 0 points when none of them has been undertaken

**3.3. Availability of reports from evaluation studies (maximum score = 1)**

Member State receives:

- one point, when at least one report from evaluation studies is available;
- zero points if none are available.

Table 10 in Annex II presents the calculations of aspect 3: ‘Commitment to and use of the methods and tools for gender mainstreaming’ according to the recommended methodology.



**Table 5.1: Indicator 3: Gender mainstreaming — recalculated based on the proposed methodology**

Member States	Status of the government's commitment (0–2 points)	Gender mainstreaming structures (0–4 points)	Commitment to and use of the methods and tools for gender mainstreaming (0–10 points)	Total score (0–16)
BE	2.0	2.0	4.5	8.5
BG	0.5	3.0	3.0	6.5
CZ	2.0	3.0	5.5	10.5
DK	2.0	3.5	4.5	10.0
DE	2.0	1.0	5.5	8.5
EE	2.0	3.0	5.5	10.5
IE	1.0	1.0	0.0	2.0
EL	0.5	2.0	2.0	4.5
ES	2.0	3.5	8.0	13.5
FR	1.0	4.0	9.0	14.0
HR	2.0	2.0	5.0	9.0
IT	1.5	2.0	6.5	10.0
CY	1.0	2.0	5.5	8.5
LV	0.5	3.0	0.5	4.0
LT	2.0	3.0	3.0	8.0
LU	1.5	3.0	2.5	7.0
HU	1.5	2.0	4.0	7.5
MT	0.5	3.0	3.0	6.5
NL	0.5	2.0	3.0	5.5
AT	2.0	3.5	7.5	13.0
PL	0.5	2.5	6.0	9.0
PT	1.0	2.0	4.5	7.5
RO	2.0	2.0	2.0	6.0
SI	2.0	2.5	2.5	7.0
SK	0.5	1.0	2.0	3.5
FI	2.0	3.0	9.0	14.0
SE	1.5	4.0	8.0	13.5
UK	2.0	3.0	3.0	8.0
EU-28	1.4	2.5	4.5	8.4

Source: data collected January – April 2013 (EIGE)

### Indicator 3: Gender mainstreaming — recalculated based on the recommended improvements

Indicator 3 'Gender mainstreaming' recalculated is a sum indicator with a maximum value of 16 (Table 5.1).

The following aspects are included:

- Status of the government's commitment (no changes to the methodology proposed by Finnish Presidency, maximum 2 points)

- Gender mainstreaming structures (new methodology, maximum 4 points)
- Commitment to and use of the methods and tools for gender mainstreaming (new methodology, maximum 10 points).

According to the revised methodology, none of the Member States have reached the maximum score (16 points) on this indicator for 2012, but five Member States (ES, FR, AT, FI, SE) received 12 or more points. As many as half of the Member States (BG, IE, EL, LV, LU, HU, MT, NL, PT, RO, SI, SK) received less than eight points in 2012.

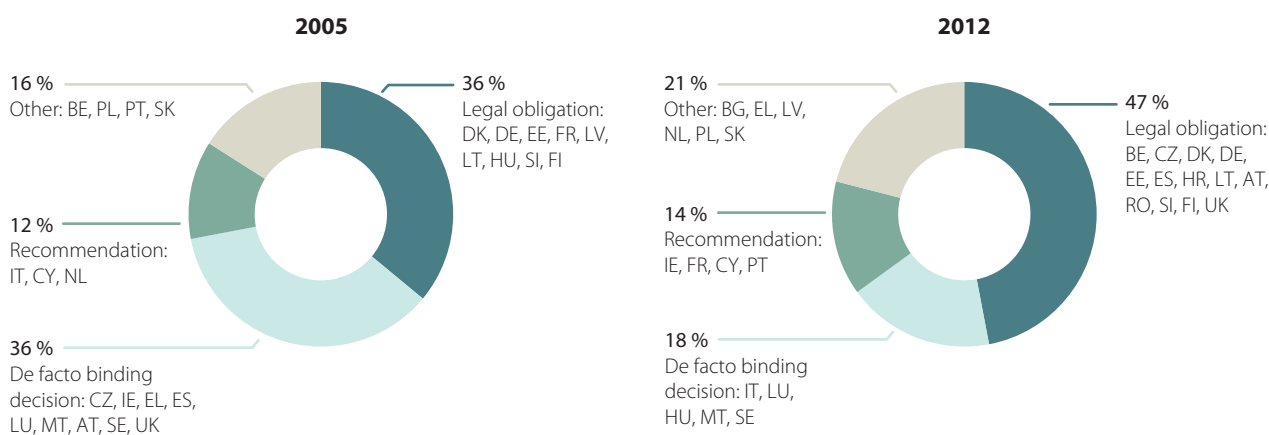
## 5.4. Data overview

### Status of the government's commitment to gender mainstreaming

In most of the Member States the government's commitment to gender mainstreaming is a legal obligation (BE, CZ, DK, DE, EE, ES, HR, LT, AT, RO, SI, FI, UK) or a de facto binding decision of the Government (IT, LU, HU, MT, SE) (Figure 5.1). Nine of these Member States (DK, ES, HR, LT, LU, RO, SI, FI, SE) also included gender mainstreaming in their governmental action plan for gender equality in 2012 (Annex II, Table 4). Another group of six Member States (BG, EL, LV, NL, PL, SK) had another type of government commitment to gender mainstreaming. In addition there was a recommendation from the government on gender mainstreaming in four Member states (IE, FR, CY, PT). In France and Portugal, gender mainstreaming is also included in the governmental action plan for gender equality (Annex II, Table 4).

Since 2005, the status of the government's commitment to gender mainstreaming in 12 Member States (DK, DE, EE, CY, LT, LU, MT, PL, SI, SK, FI, SE) has not changed. In 2005, over a third (36 %) of Member States (DK, DE, EE, FR, LV, LT, HU, SI, FI) had a legal obligation regarding gender mainstreaming. In 2012, this proportion increased to nearly half (47 %). The status of the commitment to gender mainstreaming improved in seven Member States (BE, CZ, ES, IT, AT, PT, UK), but in six Member States (IE, EL, FR, LV, HU, NL) the status of governmental commitment to gender mainstreaming decreased. France, Hungary and Latvia had a legal obligation in 2005 but in 2012 declared merely a de facto binding decision (HU), a recommendation of the government (FR) or the legal obligation was replaced by other commitment (LV). The de facto binding decision in Greece and Ireland was replaced by recommendation (IE) or with another type of commitment (EL).

**Figure 5.1: Percentage of Member States according to the status of commitment to gender mainstreaming, 2005 (25 MS) and 2012 (28 MS)**



Note: BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available

Source: data collected during the Finnish Presidency 2006 and January – April 2013 (EIGE)

The existence of a legal obligation or recommendation on gender mainstreaming does not by itself guarantee the successful implementation of the strategy in practice. The ‘Joint Employment Report 2007/2008’ offered insight into Member States’ degree of success in implementing gender mainstreaming. According to the report, some progress had been made in the way Member States were adopting a life course approach to work, notably in terms of gender, but it also found gaps in the implementation of gender mainstreaming principles: ‘Progress in the field of gender equality has continued to be mixed’ (Council of the European Union, 2008). It has been also noted that ‘[m]ost Member States are still far from adopting a full gender-mainstreaming

approach to employment policies, notably through systematic gender impact assessment of policy measures.’ (Council of the European Union, 2008)

Research in the Netherlands, Finland, Sweden and the UK show that the implementation of gender mainstreaming has been slowing down recently due to insufficient funding (Outshoorn and Kantola, 2007). The risk of gender mainstreaming is that it may become a reason to cut budgets for gender equality bodies. The work also pointed out that in several Member States other requirements for the successful implementation of gender mainstreaming— such as political commitment and expertise— are lacking.

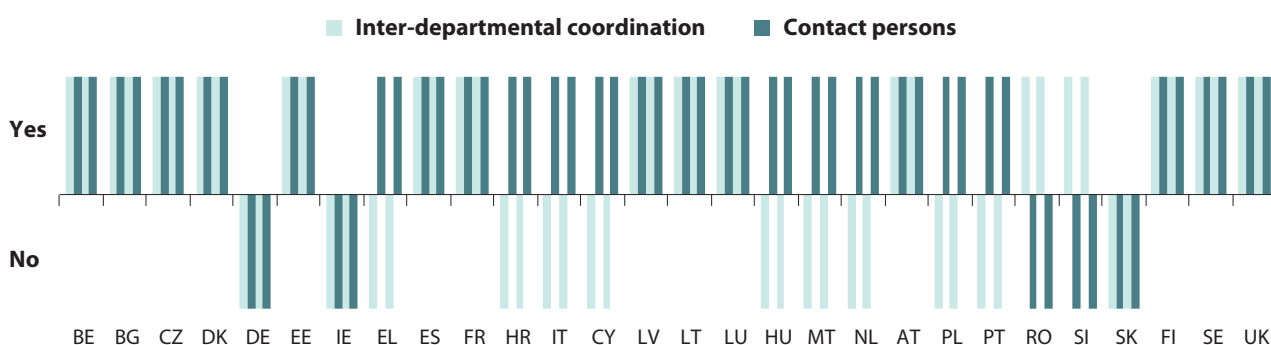
There is no general tendency in the level or strength of commitment to the implementation of gender mainstreaming. Approximately half the Member States in which changes have been observed saw improvements, but the other half saw a decline.

### Structures for Gender Mainstreaming

The existence of structures is an important precondition for the successful implementation of gender mainstreaming. In the current report, the main aspects proposed in the 2006 Finnish Presidency report — the existence of the inter-ministerial coordination and/or of focal points in the ministries (contact persons for gender mainstreaming) — were reviewed. The analysis of the aspects is expanded with a few additional components, namely the involvement of the governmental gender equality body through consultations when new policies are developed and/or when evaluations take place and existence of methodological guidelines on gender mainstreaming.

Almost all Member States have an inter-ministerial structure to implement gender mainstreaming in the government, such as a coordinating body or a network of contact persons (Figure 5.2): 23 Member States had a contact person for gender mainstreaming (BE, BG, CZ, DK, EE, EL, ES, FR, HR, IT, CY, LV, LT, LU, HU, MT, NL, AT, PL, PT, FI, SE, UK), 16 Member States had gender mainstreaming coordination structure in other ministries (BE, BG, CZ, DK, EE, ES, FR, LV, LT, LU, AT, RO, SI, FI, SE, UK) and 14 Member States had both a contact persons and gender mainstreaming coordination structure (BE, BG, CZ, DK, EE, ES, FR, LV, LT, LU, AT, FI, SE, UK) (Annex II, Table 8).

**Figure 5.2: Existence of gender mainstreaming structures in the 28 EU Member States, 2012**

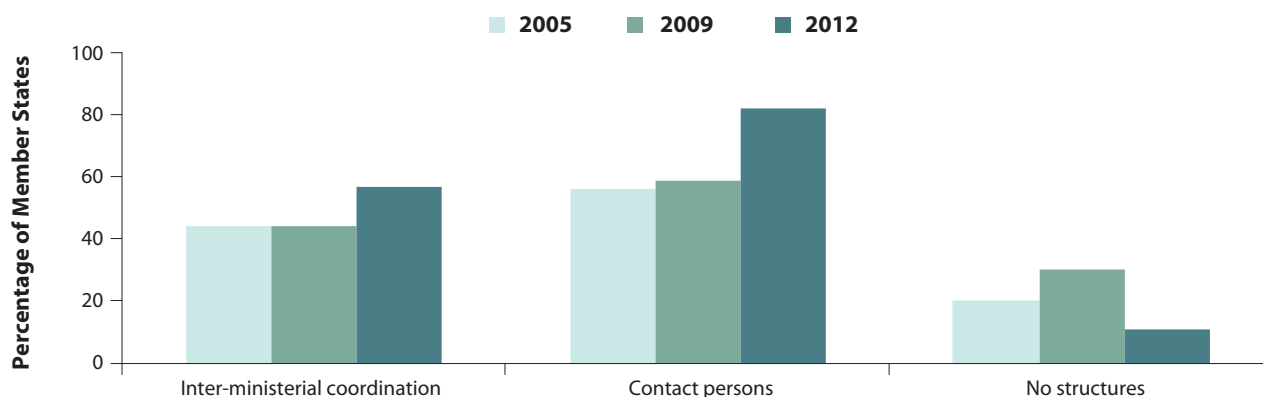


Source: data collected January – April 2013 (EIGE)

In 2005, 20 % of 25 EU Member States had no contact person or inter-ministerial coordinating body on gender mainstreaming. In 2012 only 11 % of 28 EU Member States did

not have this structure. Since 2005, gender mainstreaming structures were established in 4 EU Member States (BE, EL, HU, SI) (Figure 5.3).

**Figure 5.3: Percentage of Member States according to types of existing structures for gender mainstreaming, 2005 (25 MS), 2009 (27 MS) and 2012 (28 MS)**



Note: BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available; data for 2005 are not available for MT; HR was not included in the Swedish Presidency survey and therefore data for 2009 are not available

Source: data collected during the Finnish Presidency 2006, during the Swedish Presidency 2009 and January – April 2013 (EIGE)

### Consultations with the governmental body for gender equality

The existence of inter-ministerial structures and/or focal points is an important precondition for gender mainstreaming, since the aim is to integrate a gender perspective into all policies and legislation, and this should be done by the actors normally involved in policymaking (Council of Europe, 1998; 2004). According to the BPfA (United Nations, 1995), the role of the governmental gender equality body within these structures is important since it has the responsibility of ‘providing training and advisory assistance to government agencies in order to integrate a gender perspective in their policies and programmes’.

In order to be able to assess whether the governmental body for gender equality is consulted by other departments or ministries for new policies (in policy fields other than gender equality), three components were considered:

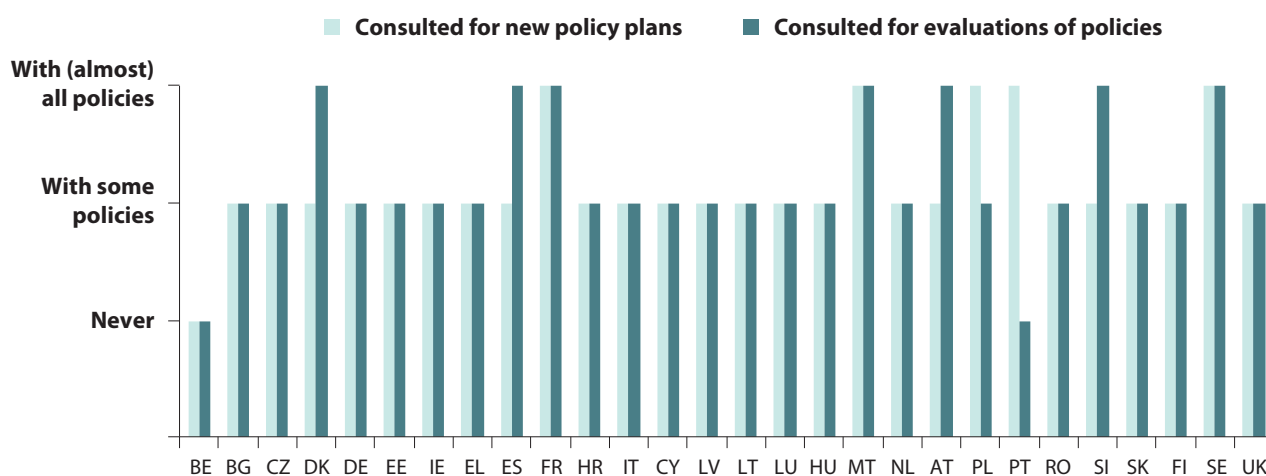
- consultation with the governmental gender equality body in the development of new policy plans by other departments or ministries;
- consultation with the governmental gender equality body on the evaluation of policies by other departments or ministries;
- estimated percentage of adjustments to the policies after consultation.

The data show that in five Member States the governmental gender equality bodies were consulted on (nearly) all new policies not on gender equality (FR, MT, PL, PT, SE); in the other 22 Member States (BG, CZ, DK, DE, EE, IE, EL, ES, HR, IT, CY, LV, LT, LU, HU, NL, AT, RO, SI, SK, FI, UK), the body was consulted only on some new policies. The governmental gender equality bodies were consulted with for (nearly) all policy evaluations in seven Member States (DK, ES, FR, MT, AT, SI, SE) and for some policy evaluations in 19 Member States (BG, CZ, DE, EE, IE, EL, HR, IT, CY, LV, LT, LU, HU, NL, PL, RO, SK, FI, UK) (Annex II, Table 11).

In Belgium the governmental gender equality body (the Institute for the equality of women and men — an autonomous government institution located outside the ministerial structures) is never consulted with for new policies or policy evaluations (in policy fields other than gender equality). In Portugal the governmental gender equality body is not involved in policy evaluation consultations (Figure 5.4).

Malta and Portugal reported that the involvement of the governmental body for gender equality in consultations led to the adjustment of policies (other than gender equality) in all or in nearly all cases (more than 75 %). In 10 Member States (DE, EL, ES, FR, IT, AT, PL, SI, SE, UK), the involvement of the governmental gender equality body led to an adjustment of policy in the majority of cases (50–75 %) and in 13 other Member States (BG, CZ, DK, EE, IE, HR, CY, LT, HU, NL, RO, SK, FI) only in some cases (25–50 %). In Latvia and Luxembourg the consultation led to an adjustment of policy in fewer than 25 % of cases or never.

**Figure 5.4: Consultations with the governmental gender equality body for new policy plans and/or policy evaluations (in policy fields other than gender equality) in 28 EU Member States, 2012**



Source: data collected January – April 2013 (EIGE)

Nearly all Member States have some structure to implement gender mainstreaming in the government. However, only 16 Member States have established an inter-departmental coordination structure to coordinate or stimulate gender mainstreaming in the government. Twenty-three Member States have contact persons in the ministries.

Most governmental gender equality bodies indicated that they were consulted by other departments or ministries when drafting or evaluating policies not on gender equality.

## Methodologies for gender mainstreaming

Methodologies serve as useful guidelines for other ministries or departments on how to use gender mainstreaming methods and tools, gender statistics and indicators. The Member States were asked whether there are gender mainstreaming methodologies in use in public administration (such as guidelines on gender mainstreaming strategies, guidelines on gender indicators, or benchmarking in reporting systems).

A total of 19 Member States (BE, CZ, DK, DE, EE, EL, ES, FR, HR, IT, LT, LU, MT, AT, PT, SI, FI, SE, UK) indicated that they have introduced this sort of gender mainstreaming methodology. In the nine other Member States (BG, IE, CY, LV, HU, NL, PL, RO, SK), no methodology of this sort was in use at the time.

## Commitment to and use of the methods and tools for gender mainstreaming

This aspect includes:

A. Commitment to using gender mainstreaming methods and tools (gender impact assessment and gender budgeting).

B. Use of gender mainstreaming methods and tools:

- Training and capacity building for gender mainstreaming
- Gender Impact Assessment
- Gender budgeting
- Monitoring and Evaluation

In what follows, the methods and tools used by the governmental structures for gender mainstreaming will be presented and analysed. This chapter looks at the status of governments' commitments to use different methods and tools of gender mainstreaming; the existence and use of gender mainstreaming methods and tools in practice; and the impact of gender mainstreaming methods and tools on legal provisions, policies or budget allocations.

### A. Commitment to using gender mainstreaming methods and tools (gender impact assessment and gender budgeting)

By 2012, thirteen Member States (BE, CZ, DK, DE, EE, EL, ES, FR, AT, RO, SK, FI, SE) had established a legal obligation to undertake gender impact assessments in drafting laws and/or policies (Figure 5.5). Only eight Member States have a legal obligation to implement gender budgeting or gender impact assessments of ministerial budgets (BE, DK, EE, ES, FR, IT, AT, FI).

For example in Belgium, Art.3. 2° of the law of 12 January 2007 on monitoring the application of the resolutions from the Fourth World Conference on Women held in Beijing in 1995 and introducing the gender dimension into all federal policies established that for each legislative and regulatory project, a minister should make a report assessing the impact of the project on the respective situation of women and men. According to the Austrian Federal Budget Law, each Federal Ministry and all supreme administrative bodies are required to set equality objectives in all fields of societal activities and operations since 1 January 2013. This means that the actions of the public administration are no longer exclusively based on available resources, but must be checked regarding their impact on gender equality and other defined policy areas (financial, economic, environmental and social impacts as well as impacts on consumers, citizens and children).

### B. Use of gender mainstreaming methods and tools

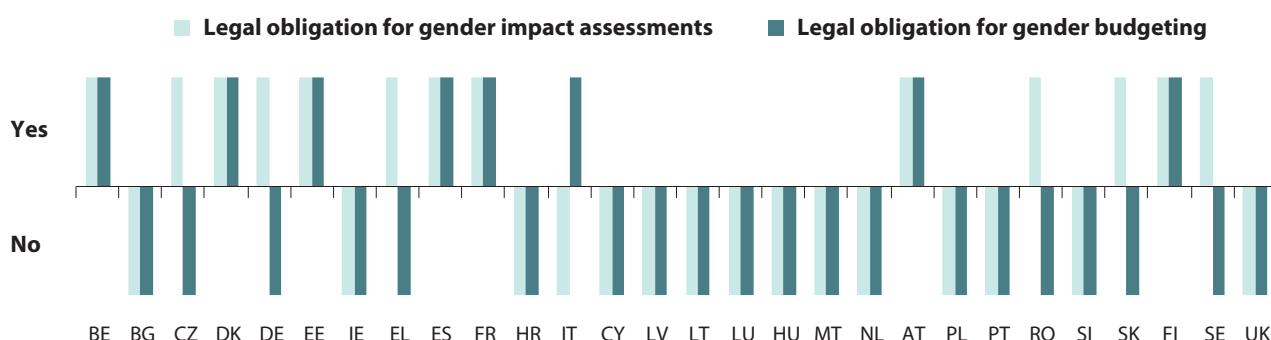
#### Training and capacity building for gender mainstreaming

The Member States were asked to report whether there have been any initiatives to raise awareness on gender equality among ministries and other governmental bodies in the last three years and whether the governmental employees have been trained on a regular or an ad-hoc basis.

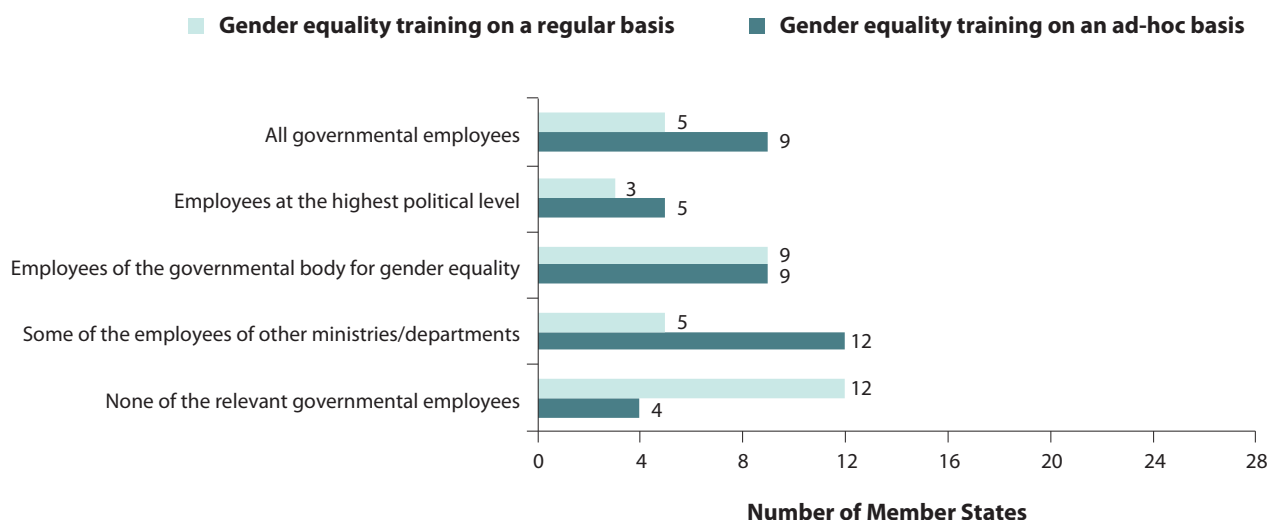
In nearly all Member States, initiatives were undertaken in the past three years to raise awareness on gender equality among ministries and other bodies of public administration. However, regular gender equality training was not very common. Only five Member States (ES, HR, LU, MT, FI) reported that their governmental employees were trained on a regular basis. In nine Member States (FR, HR, IT, CY, MT, PT, FI, SE, UK), the staff of the governmental gender equality body was trained regularly. Employees at the highest political level were trained regularly in Belgium, Finland and France (Annex II, Table 12).

Gender training on an ad-hoc basis was obviously more prevalent, particularly for employees of other ministries/ departments. All government employees in nine Member States (CZ, DE, EL, ES, FR, LU, AT, RO, SE) received gender training on an ad-hoc basis. In nine Member States (BE, DK, DE, EE, CY, LT, AT, RO, SK), the trainings on an ad-hoc basis had been provided for the employees of the governmental equality body. In five Member States (DE, MT, PT, RO, SE) ad-hoc training involved employees at the highest political level.

**Figure 5.5: Legal obligations to use gender mainstreaming methods — gender impact assessment and gender budgeting — in the 28 EU Member States, 2012**



Source: data collected January – April 2013 (EIGE)

**Figure 5.6: Number of Member States providing gender equality training, 2012**

Source: data collected January – April 2013 (EIGE)

The European Commission's evaluation on the use of Employment Social Funds to support gender equality in the Member States concluded that staff training on gender-equality issues was unevenly spread across Member States, 'although it should be considered as an irreplaceable component of any mainstreaming strategy' (European Commission, 2011). The report also noted that there was no clear understanding of gender mainstreaming and that not all Member States had yet developed an operational strategy to improve this understanding.

## Gender Impact Assessment

The current report provides information on gender impact assessment (GIA) in drafting laws; policy programmes, action plans and projects; gender budgeting; evaluation of laws and policies. The use of GIA was measured on a four-level scale, consisting of a) widely used in most ministries, b) used by some ministries, c) still in its initial stage, and d) practically an unknown concept (Figure 5.7).

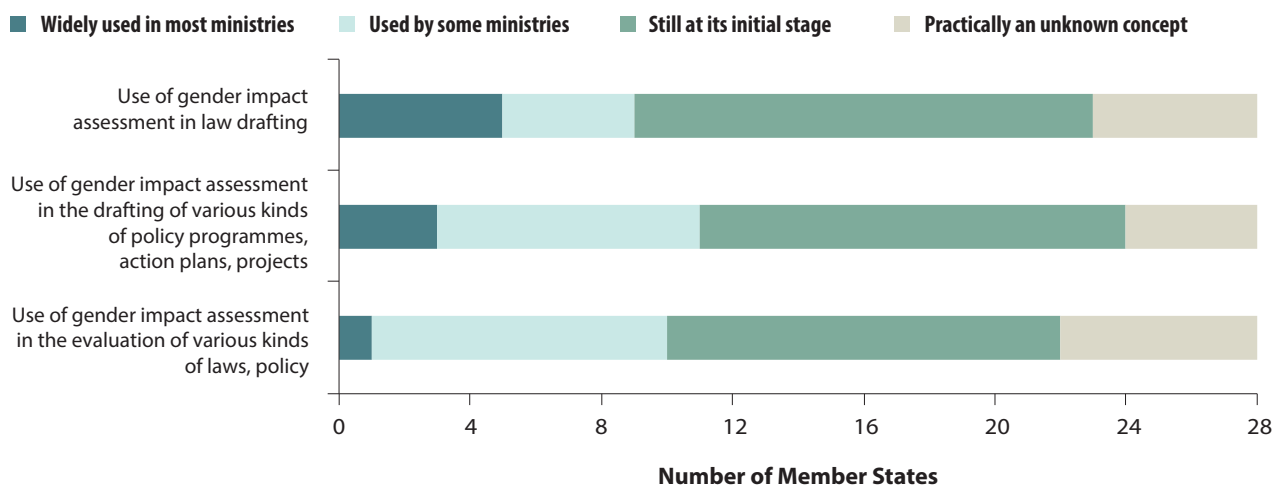
In 2012, 13 Member States had a legal obligation to apply GIA (BE, CZ, DK, DE, EE, EL, ES, FR, AT, RO, SK, FI, SE), with only two

of them (ES, SE) reporting that they used it widely for drafting laws and also for policy programmes, action plans and projects, and another five (CZ, DK, DE, FR, FI) using it sometimes. The remaining six Member States (BE, EE, EL, AT, RO, SK) answered that GIA for drafting laws as well as for policy programmes, action plans and projects was still in its initial stage or practically an unknown concept (Annex II, Table 13).

Only four Member States (ES, FR, PL, SE) reported that the application of GIA in drafting laws in the majority of cases brought an adjustment to make the final outcomes more gender equal. Furthermore, Spain is the only Member State in which the application of GIA in drafting policy programmes, action plans and projects leads to an adjustment in the majority of the cases. In the other Member States, gender impact assessment made an impact only in some cases, and in other cases there was even no adjustment at all.

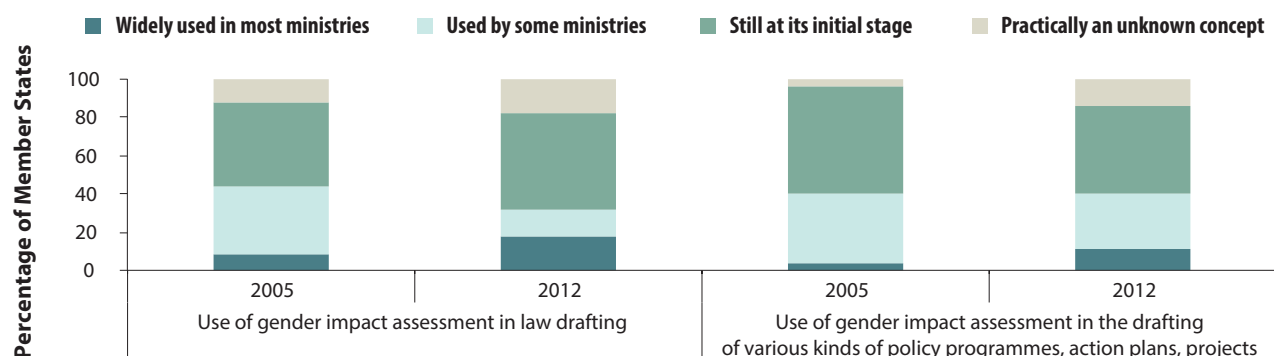
Comparing the 2005 situation to that of 2012, the use of GIA in law drafting declined in ten Member States (CZ, DK, DE, IE, LT, HU, NL, PT, SI, UK). Similarly, in 2012 the GIA of policy programmes, action plans and projects was used less often in Ireland, France, the Netherlands, Slovakia and Slovenia than in 2005 (Figure 5.8).

**Figure 5.7: Number of Member States using gender impact assessment (GIA), 2012**



Source: data collected January – April 2013 (EIGE)

**Figure 5.8: Percentage of Member States using gender impact assessment (GIA), 2005 (25 MS) and 2012 (28 MS)**



Note: Data for BG, HR and RO are not presented as these countries were not included in the 2005 survey.  
 Source: data collected during Finnish Presidency 2006 and January – April 2013 (EIGE)

## Gender Budgeting

The data in this chapter provides information on whether gender budgeting or gender impact assessment of ministerial budgets are in use in the Member States and whether the use of gender budgeting led to an adjustment of budgets in the past three years.

In 2012, of the eight Member States (BE, DK, EE, ES, FR, IT, AT, FI) that established a legal commitment to gender budgeting, only Austria, France and Spain reported that gender budgeting was widely used by most ministries. Spain was the only Member State in which gender budgeting or gender impact assessment of ministerial budgets made an impact on the way the budgets were structured in the majority of cases.

In general, not taking into account the existence of legal commitment, gender budgeting was used in some ministries in five Member States (BE, CZ, FI, SE, UK), but in the majority of cases (in 20 Member States) it was still at the initial stage (BG, EE, HR, IT, CY, LU, HU, MT) or practically an unknown concept in public administration (DK, DE, IE, EL, LV, LT, NL, PL, PT, RO, SI, SK) (Annex II, Table 14). In Sweden the term ‘gender budgeting’ is not used, but gender mainstreaming in all policy fields involves a budget process in all ministries.

In addition, a strong instrument to secure the gender perspective is the joint drafting procedure.

The number of Member States in which gender budgeting or gender impact assessment of ministerial budgets was widely used in most ministries or used by some ministries



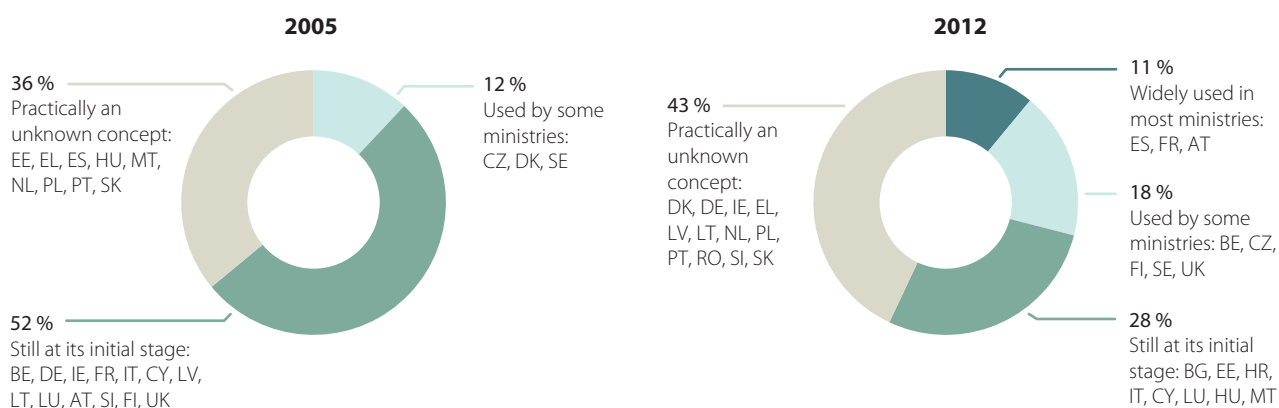
increased from 12 % in 2005 to 29 % in 2012. Gender budgeting evolved from a practically unknown concept in Estonia, Hungary and Malta in 2005 to being in its initial stage in 2012. In other countries it went from an initial stage in 2005 (BE, FR, AT, FI, UK) to being used by some ministries (BE, FI, UK) or nearly all ministries (FR, AT) in 2012. Spain made significant progress in the use of gender budgeting, from a practically unknown concept in 2005 to nearly all ministries using it in 2012. The use of gender budgeting was much rarer in six Member States (DK, DE, IE, LV, LT, SI) in 2012 compared to 2005, being at its initial stage in 2005 and practically an unknown concept in 2012. In Denmark it became an unknown concept in 2012, while it was used in some ministries in 2005 (Figure 5.9).

In the current report, due to the very sparse use of gender budgeting, it was not possible to assess the effectiveness of its use as a method for gender mainstreaming by the Member States.

Out of the 16 Member States (BE, BG, CZ, EE, ES, FR, HR, IT, CY, LU, HU, MT, AT, FI, SE, UK) in which gender budgeting was not a practically unknown concept, budgets were adjusted in the past three years in only in seven (CZ, ES, FR, AT, FI, SE, UK).

In Belgium, even though the government has a legal obligation to undertake gender budgeting or gender impact assessment of the ministerial budgets, and despite the fact that gender budgeting was used by some ministries, this had not led to any adjustment in the past three years in any of the cases. In Denmark and Estonia, although the government has a legal obligation to undertake gender budgeting or gender impact assessment of the ministerial budgets, there were no cases of budget adjustment to ensure more gender equal outcomes.

**Figure 5.9: Percentage of Member States that use gender budgeting as a method for gender mainstreaming, 2005 (25 MS) and 2012 (28 MS)**



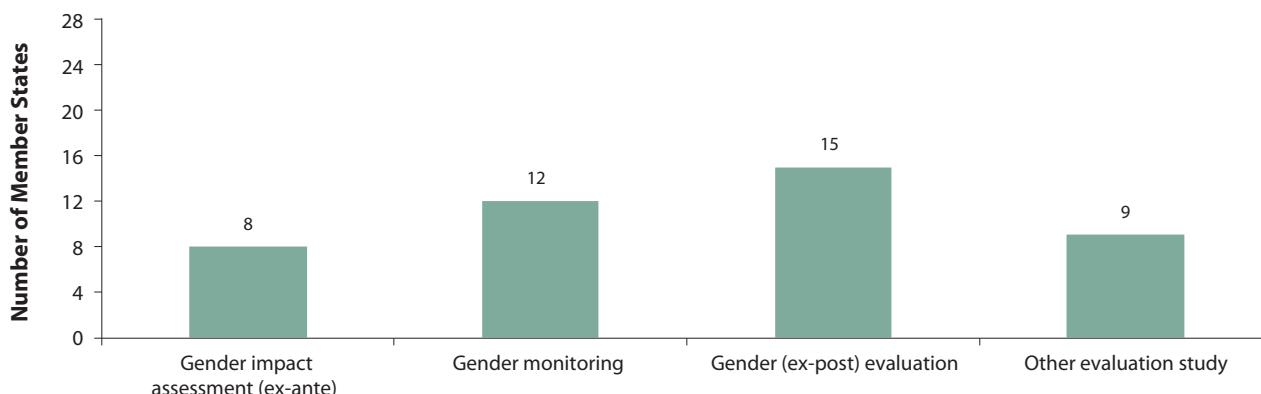
Source: data collected during Finnish Presidency 2006 and January – April 2013 (EIGE)

## Monitoring and evaluation

To obtain information on monitoring and evaluation, the Member States were asked to inform whether in the past three years any form of evaluation (gender impact

assessment (ex-ante), gender monitoring, gender (ex-post) evaluation, other type of evaluation) had been undertaken on gender and/or gender mainstreaming in any policy domain; whether evaluation reports are available; and which policy areas they cover.

**Figure 5.10: Number of Member States that use monitoring and evaluation as part of gender mainstreaming, 2012**



Source: data collected January – April 2013 (EIGE)

In 2012, 12 Member States (BG, DE, EE, ES, FR, HR, CY, NL, PL, PT, FI, SE) used gender monitoring as a tool for gender mainstreaming; 15 Member States (CZ, DE, FR, HR, IT, CY, LT, HU, MT, AT, PL, PT, SI, FI, SE) carried out gender ex-post evaluation; and only eight Member States (DE, FR, HR, CY, PL, PT, FI, SE) used both monitoring and ex-post evaluation as part of gender mainstreaming (Annex II, Table 15).

Evaluation reports by the Member States cover various policy domains: employment (BG, DE, EE, ES, HR, IT, CY, LV, AT,

HR), health (EE, ES, HR, CY, LV, AT), agriculture (ES, HR, AT, PL), family policy (EE, HR, SI), women victims of violence (CY, EE), education (EE, ES, CY, LV), protection of minority rights (HR) or integration of migrant women (AT).

Not all evaluation reports are made available: only two thirds of gender ex-post evaluation reports are available, while almost all gender monitoring reports are made available.

Two thirds of Member States reported methodologies on gender mainstreaming in use in public administration. In 2012, nearly half of the Member States adopted a legal obligation to use and undertake gender impact assessment, but few used it widely for drafting laws, policy programmes, action plans or projects.

Even if the use of gender budgeting or gender impact assessment of ministerial budgets in the Member States increased from 12 % in 2005 to 29 % in 2012, gender budgeting as a method for gender mainstreaming remains unused or is at its initial stage in the majority of the Member States. When gender budgeting is used, it still too rarely leads to real adjustments of budgets to meet gender equality goals.

Gender mainstreaming considers evaluation to be one of the most important stages of the policymaking process and a key method to mainstream gender equality across sectors. However, less than a third of Member States use both monitoring and evaluation for gender mainstreaming.

## 5.5. Conclusions

Most Member States are formally committed to gender mainstreaming and have some formal inter-ministerial structure in place to carry out gender mainstreaming in the government. However, the actual use of gender mainstreaming methods and tools is still rare and not properly institutionalised in many Member States.

Indicator 3 examines the status of government commitment to gender mainstreaming, the structures for gender mainstreaming and the commitment to and use of methods and tools of gender mainstreaming. Even though in most Member States the commitment to gender mainstreaming in public administration is either a legal

obligation or de facto binding decision, and in nearly all of them there is some inter-ministerial structure for carrying out gender mainstreaming, gender impact assessment as a method for gender mainstreaming is still not used in most ministries. In 2012, no Member State achieved the maximum score of 16 points based on the new methodology. Finland (14), France (14), Spain (13.5), Sweden (13.5) and Austria (12) received the highest scores. In general, there are wider differences in the scores of this indicator than in other indicators in area H. This suggests that the structures and especially tools and methods of gender mainstreaming are still at very different stages of development in the Member States.

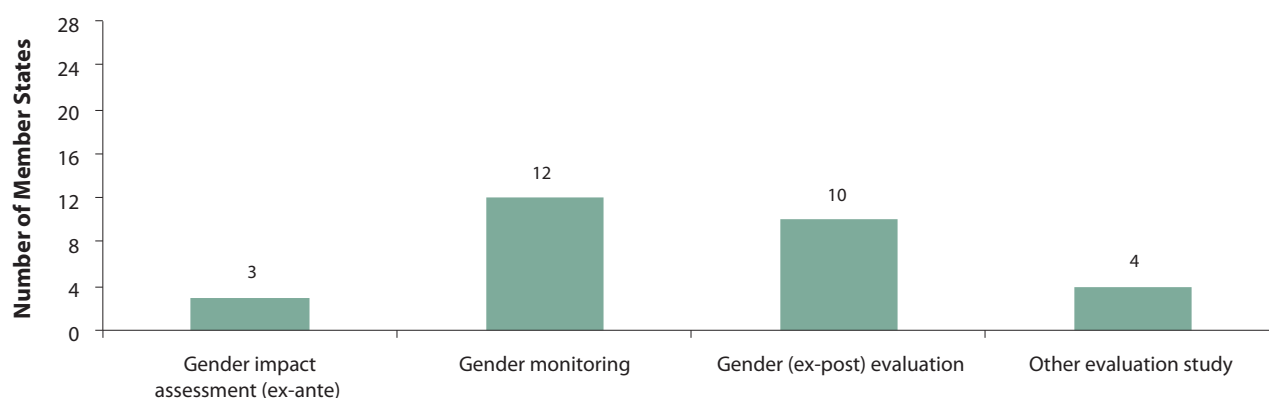
All Member States were committed to the implementation of gender mainstreaming as a legal obligation, de facto binding decision or other type of commitment. In 2012, 47 % of Member States indicated a legal obligation for gender mainstreaming. The majority of Member States (19) developed gender mainstreaming methodologies such as guidelines on gender mainstreaming strategies, and nearly all Member States provided training — mostly on an ad-hoc basis — to raise awareness about gender equality in ministries and other public administration bodies.

The vast majority of Member States had gender mainstreaming structures such as focal points in other ministries or a clear-cut inter-ministerial coordination structure. In nearly all Member States the governmental body for gender equality was consulted by other ministries when developing or evaluating policies or drafting laws (in policy fields other than gender equality), but this only led to adjustments in policies in some cases. The preconditions for the actual implementation of gender mainstreaming seemed to be in place in the majority of the Member States, but gender mainstreaming methods and tools remain under-used.

Methods and tools such as gender impact assessment and gender budgeting continue to be limited in the majority of the Member States. When gender budgeting is used, it still rarely leads to real adjustments of budgets to meet gender equality goals.

It remains unclear whether there is a link between a legal obligation to use specific gender mainstreaming methods and tools and their actual use. In several Member States, even when there was a legal obligation, the use of gender mainstreaming methods and tools was practically an unknown concept or still at its initial stage. However, in several other Member States gender mainstreaming methods and tools were used in most or several ministries without a legal obligation.

**Figure 5.11: Number of Member States that make monitoring and evaluation reports available, 2012**



Source: data collected January – April 2013 (EIGE)

# 6. Indicator 4: Production and dissemination of statistics disaggregated by sex



## 6. Indicator 4: Production and dissemination of statistics disaggregated by sex

### 6.1. Basis for the indicator

Indicator 4 is based on the third strategic objective H.3 of the area on Institutional Mechanisms — generate and disseminate gender-disaggregated data and information for planning and evaluation — and a set of actions to be taken by national, regional and international statistical services and relevant national and UN agencies, in cooperation with research and documentation organisations, in their respective areas of responsibility:

- ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to women and men in society;
- collect, compile, analyse and regularly present data disaggregated by age, sex, socioeconomic and other relevant indicators, including number of dependants, for use in policy and programme planning and implementation;
- involve centres for women's studies and research organizations in developing and testing appropriate indicators and research methodologies to strengthen gender analysis;
- designate or appoint staff to strengthen gender statistics programmes and ensure coordination, monitoring and linkage to all fields of statistical work, and prepare output that integrates statistics from the various subject areas;
- improve data collection on the full contribution of women and men to the economy, including their participation in the informal sector(s);
- develop more comprehensive knowledge of all forms of work and employment;
- develop an international classification of activities for time-use statistics that is sensitive to the differences between women and men in remunerated and unremunerated work;
- improve concepts and methods of data collection for measuring poverty among women and men, including their access to resources;
- strengthen vital statistical systems and incorporate gender analysis into publications and research; give priority to gender differences in research design and data collection and analysis in order to improve data on morbidity; and improve data collection on access to health services, including access to comprehensive sexual and reproductive health services, maternal care and family planning, with special priority for adolescent mothers and for elder care;
- develop improved gender-disaggregated and age-specific data on the victims and perpetrators of all forms of violence against women, such as domestic violence, sexual harassment, rape, incest and sexual abuse, and trafficking in women and girls, as well as on violence by agents of the State;
- improve concepts and methods for collecting data on the participation of women and men with disabilities, including their access to resources (United Nations, 1995).

The BPfA also specifies the actions to be taken by governments to implement objective H3:

- ensure the regular production of a statistical publication on gender that presents and interprets topical data on women and men in a form suitable for a wide range of non-technical users;
- ensure that producers and users of statistics in each country regularly review the adequacy of the official statistical system and its coverage of gender issues, and prepare a plan for needed improvements, where necessary;
- develop and encourage the development of quantitative and qualitative studies by research organisations, trade unions, employers, the private sector and non-governmental organisations on the sharing of power and influence in society, including the number of women and men in senior decision-making positions in both the public and private sectors;



- use more gender-sensitive data in the formulation of policy and implementation of programmes and projects (United Nations, 1995).

No indicator has yet been developed for this objective, therefore monitoring progress over time was not possible. This chapter proposes a new indicator to measure objective H3 of the BPfA.

In 1998 the Council agreed that the annual assessment of the implementation of the BPfA would include a proposal on a set of quantitative and qualitative indicators and benchmarks. Since 1999 sets of indicators have been developed by subsequent Presidencies in nearly all areas of concern of the BPfA. Each year the Council has adopted conclusions on these indicators and stressed the need to measure them in the future.

The 2009 Swedish Presidency report stated that in several critical areas of concern statistical data are not always available at the EU level and sometimes missing even at the national level. The Czech Republic, Cyprus, Estonia, Finland, France, Hungary, Ireland, Latvia, Poland, Portugal and Sweden indicated that they fulfil this commitment to a great extent, while Greece, Poland and Slovenia do this to a more moderate extent. There was no information available on the other Member States.

According to the Nordic Council of Ministers (2006), 'available statistics are not always being used as much as they might be to examine the various policy areas and how they are developing. For the budgetary process to improve, better use must be made of the statistics'. This relative absence negatively affects the development of a reliable empirical base to develop gender sensitive policies and gender mainstreaming, as well as effective monitoring of the impact of institutional gender mechanisms and gender mainstreaming (Council of the European Union, 2009).

According to the UN Department of Economic and Social Affairs (2010), there was an increase in the availability of gender statistics in the last 10 years. The majority of the EU Member States are able to produce sex-disaggregated statistics on several important topics. However, in some other policy fields, sex-disaggregated data are not available in every Member State or not comparable due to differences in, for instance, definitions or methods (e.g. in the area of gender-based violence) and are not sufficiently detailed.

The recently launched Gender Equality Index shows that the domain of gender-based violence against women represents the largest statistical gap in measuring the progress of gender equality at EU level (EIGE, 2013a). Statistical gaps in this area are important evidence supporting the European Parliament's resolution on priorities and the outline of a recent EU policy framework to fight violence against women. The resolution calls on the European Commission

to develop and provide annual statistics on violence against women. It also calls on Member States to show clearly in their national statistics the magnitude of violence against women, including its gender-based nature, and to take steps to ensure that data are collected on the sex of the victims, the sex of the perpetrators, their relationship, age, crime scene, and injuries (2010/2209(INI)). The Council, in its Conclusions of December 2012 (17444/12), also calls to improve the collection and dissemination of comparable, reliable and regularly updated data on victims and perpetrators of all forms of violence against women at both national and EU level (Council of the EU, 2012).

The Gender Equality Index also brought to light the fact that to date there are no harmonised and comparable data that measure the norms, attitudes and stereotypes that may underpin gender-based violence as a mechanism that attempts to perpetuate and maintain current power relations and inequalities between women and men in society.

The division of time between women and men is yet another area which lacks good quality data. Differences in the division of time between women and men have been referred to as both a cause and a consequence of gender inequality. Women's disproportionate care responsibilities impede their chances to fully participate in other domains such as work and are therefore important aspects for measurement, analysis and transformation. A better understanding of gender inequalities in distribution of time would greatly benefit from indicators produced in the Harmonised European Time Use Survey (HETUS); however, these indicators are thus far unusable because of a serious lack of reliable country and time coverage (data collection ranges from as early as 1990 in 8 countries to 2008 in 15 countries) combined with significant concerns about data harmonisation and comparability.

Although there has generally been strong improvement in the systematic collection of sex as a variable, there remain some areas in which better data are needed, including the area of decision-making (e.g. heads of universities or senior members of scientific committees) and health behaviour (e.g. smoking, drinking and physical exercise). There is also a need to collect other important contextual information that allows for a more subtle analysis and which recognises that women and men are not homogenous groups (with the realm of a quantitative analysis). These include, but are not limited to, data on family status, sexual orientation, disability or migration status.

An example of where a more gender-sensitive approach could make a difference is in the collection of income data, which is conducted at the household level and translated to the individual level using equalised scales. These scales distribute income in set proportions among members of the household, assuming that there are no processes that may impede the fair distribution of income among all household members. However, from a gender perspective,

income distribution within the household can be construed as deeply embedded with both power and gender relations. Therefore, a better approach to gender statistics should ensure that all data are collected at individual level to palliate to this serious concern.

Finally, the lack of data availability seriously impedes the assessment of the implementation of the Europe 2020 strategy from a gender perspective in areas such as research and development, innovation and technologies, climate change and energy.

It is therefore important that the producers and users of statistics in each country regularly review the adequacy of the official statistical system and its coverage of gender issues,

and prepare a plan for needed improvements where necessary (United Nations, 1995).

Regarding the dissemination of data, it is important to ensure the regular production of statistical publications on gender that present and interpret topical data on women and men in a form suitable for a wide range of non-technical users (United Nations, 1995).

The UNECE (2010) observes that most EU Member States are taking advantage of new instruments in the area of information and communication technologies — for example, in projects addressed towards women, in setting-up websites devoted to the dissemination of information and data disaggregated by gender and in training materials.

## 6.2. Concept and measurement of the indicator

This indicator is designed to measure governmental commitment to the production and dissemination of statistics disaggregated by sex and to identify the methods in use for disseminating such statistics. The proposed indicator for area H3 of the BPfA includes the following aspects:

- governmental commitment to the production of statistics disaggregated by sex;
- governmental commitment to the dissemination of statistics disaggregated by sex;
- methods in use for the dissemination of gender statistics (the existence of publications and/or dedicated websites).

The method for calculating the first two aspects is similar to the method proposed for assessing the status of governmental responsibility in promoting gender equality.

For the first aspect on governmental commitment to the production of disaggregated by sex, more specifically:

- 2 points are given if there is a national legal obligation (besides EU regulations) for the national data providers (National Statistics Institutes and other national authorities) to produce statistics disaggregated by sex on regular basis;
- 1 point if there are other forms of agreement on regular data collection;
- 0.5 of a point if there are ad-hoc agreements to produce statistics disaggregated by sex;
- 0 points if there are none of the above.

For the second aspect on governmental commitment to the dissemination of statistics disaggregated by sex, more specifically:

- 2 points are given if there is a legal obligation (besides EU regulations) for the national data providers (National Statistics Institutes and other national authorities) to disseminate statistics disaggregated by sex on regular basis;
- 1 point if there are other forms of agreements on the regular dissemination of statistics disaggregated by sex;
- 0.5 of a point if there are other kinds of ad-hoc agreements to disseminate statistics disaggregated by sex;
- 0 points if there are none of the above.

For the third aspect on methods in use for the dissemination of gender statistics, more specifically:

- 1 point when there is one or more regular publications which contain gender statistics, and
- 1 point if there is a website or a section of a website devoted to gender statistics;
- 0 points are given if there are no methods in place for the dissemination of gender statistics.

The information used to calculate the indicator was collected through the online survey among the HLG-members of all 28 Member States, in the period January — April 2013. The data represents the situation in 2012.



## 6.3. Data overview

Four Member States (BG, ES, HR, HU) have reached the maximum score (6 points) on this indicator. Ireland and Luxembourg have the lowest scores (Annex II, Table 16).

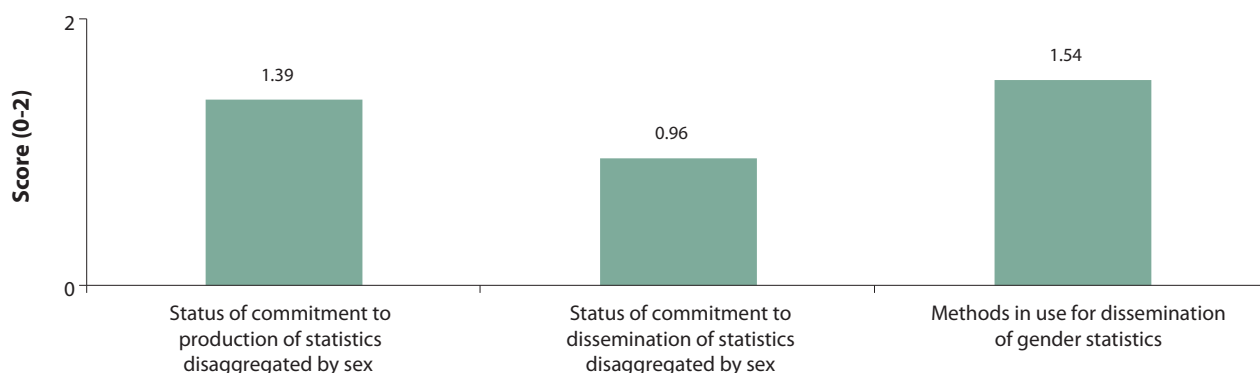
**Table 6.1: Indicator 4: Production and dissemination of statistics disaggregated by sex, 2012**

Member States	Governmental commitment to production of statistics disaggregated by sex	Governmental commitment to dissemination of statistics disaggregated by sex	Methods in use for the dissemination of gender statistics	Indicator score (0-6 points)
BE	2	0.5	2	4.5
BG	2	2	2	6
CZ	1	1	2	4
DK	2	0	0	2
DE	2	2	1	5
EE	2	2	1	5
IE	0	0	1	1
EL	0.5	2	1	3.5
ES	2	2	2	6
FR	1	0.5	2	3.5
HR	2	2	2	6
IT	0.5	0	1	1.5
CY	1	0.5	2	3.5
LV	2	2	1	5
LT	1	0.5	2	3.5
LU	0	0	1	1
HU	2	2	2	6
MT	0	0	2	2
NL	2	0.5	2	4.5
AT	2	1	2	5
PL	2	0	2	4
PT	0.5	0.5	2	3
RO	2	0	0	2
SI	0.5	1	1	2.5
SK	2	1	2	5
FI	1	1	2	4
SE	2	1	2	5
UK	2	2	1	5
EU-28	1.39	0.96	1.54	3.89

Source: data collected January – April 2013 (EIGE)



**Figure 6.1: Performance of the 28 EU Member States in the collection and dissemination of gender statistics, 2012**

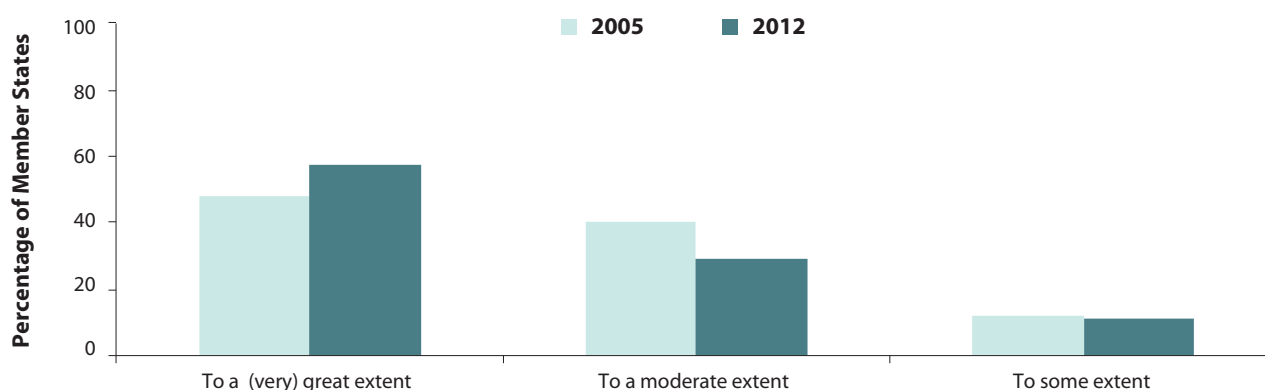


Source: data collected January – April 2013 (EIGE)

A comparison of the aspects included in that indicator shows that Member States use different methods for the dissemination of gender statistics even if there is no national legal obligation to collect and publish the statistics disaggregated by sex. In 2012, 17 Member States (BE, BG, CZ, ES, FR, HR, CY, LT, HU, MT, NL, AT, PL, PT, SK, FI, SE) used both methods: having regular publications which contain gender statistics and presenting gender statistics on website covered with that indicator (Annex II, Table 16).

The Beijing Platform for Action requires that national and regional statistical services and relevant governmental services 'ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to women and men in society'. The requirement regarding the production and dissemination of statistics disaggregated by sex was met to a great extent by sixteen Member States (BE, BG, CZ, DE, IE, EL, ES, HR, CY, LV, HU, MT, PL, RO, SI, UK). Eight Member States (EE, FR, LT, NL, AT, PT, SK, SE) fulfilled it to a moderate extent and Italy, Finland and Luxembourg to some extent (Figure 6.2).

**Figure 6.2: Percentage of Member States that fulfilled the requirements for collection and dissemination of statistics disaggregated by sex, 2005 (25 MS) and 2012 (28 MS)**



Note: Data for BG, HR and RO were not available for 2005.

Source: data collected during Finnish Presidency 2006 and January – April 2013 (EIGE)

The 2006 Finnish Presidency report does not provide information on the requirement to produce and disseminate sex-disaggregated statistics at the Member State level, therefore the comparison with 2005 cannot be made. However, the overall situation in 2005 and 2012 shows some progress in the Member States in providing gender statistics. In 2005, 48 % of Member States declared they met the requirements for the collection and dissemination of sex-disaggregated data to 'a very great extent' or 'a great extent'; 12 % of Member States met the requirements 'to some extent'. In 2012, 57 % of Member States declared they met the requirement for collection and dissemination of sex-disaggregated data 'to a great extent'; 11 % of the Member States met the requirements 'to some extent'.

### Governmental commitment to the production of statistics disaggregated by sex

In 13 Member States, there was a national legal obligation to produce statistics disaggregated by sex for the national statistics institute (BE, BG, DE, ES, HR, LV, HU, AT, PL, RO, SK, SE, UK). In some of these Member States, there was also a legal obligation for 'other organisations' to collect data disaggregated by sex (BE, BG, HR, LV, HU, AT, SE, UK).

In three Member States (DK, EE, NL) the obligation to collect sex-disaggregated data was assigned to an organisation other than the national statistics institute. Several Member

States had another type of agreement to ensure the collection of sex-disaggregated data in addition to or instead of the legal obligation: in 12 Member States (BG, CZ, DE, FR, HR, CY, LT, NL, AT, FI, SE, UK) this was an agreement on regular data collection; eight Member States had an agreement on an ad-hoc basis (BE, EE, EL, ES, IT, PT, SI, SK). Three Member States had no obligation or agreement on the collection of sex-disaggregated data (IE, LU, MT), although Ireland and Malta reported that sex-disaggregated data are available to a great extent (Annex II, Table 16).

### Governmental commitment to the dissemination of statistics disaggregated by sex

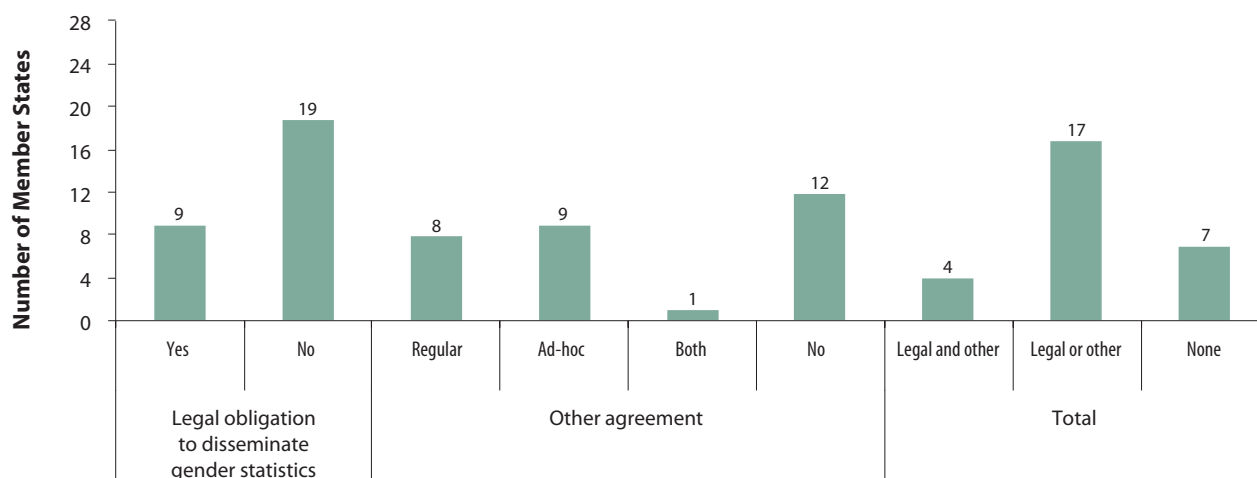
A national legal obligation to disseminate statistics disaggregated by sex existed in nine Member States (BG, DE, EE, EL, ES, HR, LV, HU, UK) (Annex II, Table 16). In some of these, the obligation corresponded to the national statistics institute (BG, DE, HR, HU). In Estonia the ministry responsible for gender equality and the equal treatment commissioner were legally obliged to disseminate gender statistics. In Greece and in Spain, the governmental gender equality body had this obligation. In the United Kingdom it was the obligation of all public bodies and in Croatia it corresponded to the state administration offices and the Croatian National Bank, along with the national statistics institute.

**Figure 6.3: Number of Member States by type of commitment to produce statistics disaggregated by sex, 2012**



Source: data collected January – April 2013 (EIGE)

**Figure 6.4: Number of Member States by type of commitment to disseminate statistics disaggregated by sex, 2012**



Source: data collected January – April 2013 (EIGE)

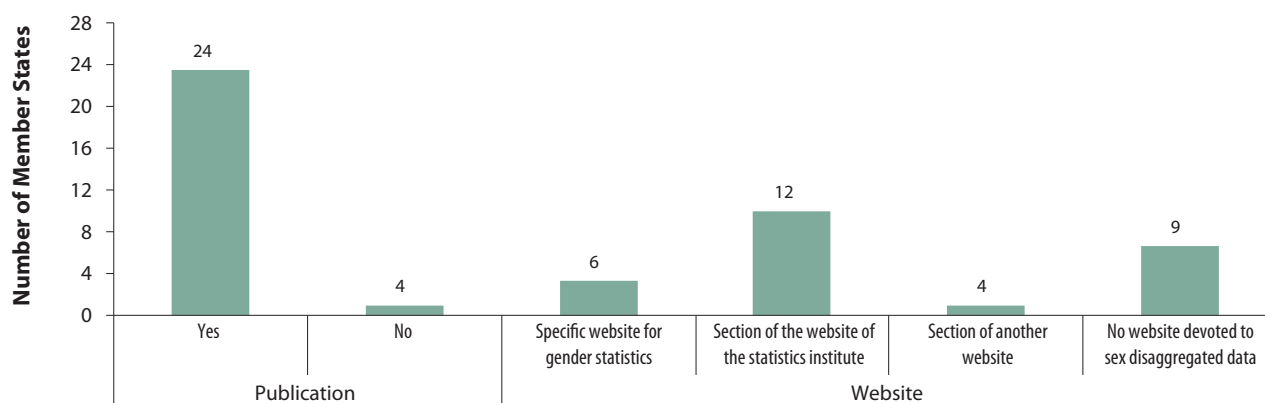
Bulgaria and Croatia also had a separate agreement on the dissemination of gender statistics on a regular basis, and six Member States (CZ, AT, SI, SK, FI, SE) had a regular agreement instead of a legal obligation. Eight other Member States (BE, EE, ES, FR, CY, LT, NL, PT) had a similar agreement but on ad-hoc basis, and Sweden had both regular and ad-hoc agreements. Seven Member States (DK, IE, IT, LU, MT, PL, RO) did not introduce any obligations or agreements to disseminate sex-disaggregated statistics.

### Methods in use for the dissemination of gender statistics

The majority of Member States issued publications on gender statistics through their national statistics institutes or another national authority. There were only four Member States that did not have such publications — Denmark, Greece, Romania and the United Kingdom (Annex II, Table 16).

Six Member States (ES, FR, MT, NL, AT, FI) had a specific website on gender statistics. The national statistics institute in 12 Member States (BG, CZ, CY, LT, HU, AT, PL, PT, SK, FI, SE, UK) had a section on gender statistics on their website. In Belgium, Bulgaria, Croatia and Greece a section on gender statistics existed in another website. Nine Member States (DK, DE, EE, IE, IT, LV, LU, RO, SI) had no website dedicated to sex-disaggregated data (Annex II, Table 17).

**Figure 6.5: Number of Member States with publications/websites for gender statistics, 2012**



Source: data collected January – April 2013 (EIGE)



## 6.4. Conclusions

A major precondition for effective gender equality policies and legislation is the availability of timely and high-quality statistics disaggregated by sex. Some progress can be noted in the production and dissemination of statistics disaggregated by sex in the Member States. In 2012, 57 % of Member States met the requirement to produce and disseminate data disaggregated by sex 'to a great extent', compared to 48 % of Member States in 2005.

There are three Member States which have no national legal obligation or any other agreement to produce statistics disaggregated by sex. In the other 25 Member States there is a national legal obligation, agreements on a regular basis or agreements on an ad-hoc basis to produce such statistics. Several Member States have even more than one obligation or agreement for the collection of sex-disaggregated data.

Regarding the dissemination of gender statistics, in 2012 seven Member States had no legal obligation or agreement to make gender statistics accessible to users. A legal obligation was established in nine Member States and other 12 Member States had, in addition to or instead of a legal obligation, an agreement with other institutions to publish gender statistics on regular or ad-hoc basis.

In 24 Member States the publications on gender statistics were produced by national statistics institutes or other national authorities, often on a regular basis. In 2012, 19 Member States had a specific website or a section on a website dedicated to gender statistics.



# 7. Conclusions and recommendations



## 7. Conclusions and recommendations

The current report, building on the conceptual and methodological framework established by the Finnish Presidency (Council of the European Union, 2006), reviews the situation regarding institutional mechanisms for gender equality, including gender mainstreaming in all 28 EU Member States.

The implementation of strategic objective H1 — create and strengthen national machineries and other governmental bodies — is analysed in terms of the formation, location, accountability and capacities of the institutional mechanisms for gender equality, with a focus on changes since 2005. The implementation of strategic objective H2 — integrate gender perspectives into legislation, public policies, programmes and projects — is reviewed by assessing the existing institutional framework for gender mainstreaming (status of commitment, inter-ministerial coordination, focal points, consultation) in each Member State. The application of several methods and tools for gender mainstreaming (training and capacity building, gender impact assessment, gender budgeting, monitoring and evaluation) is analysed based on the self-assessment of the governmental officials responsible for gender equality in 28 EU Member States. The suggestion presented in the Finnish Presidency report to propose and develop an indicator for the third objective H3 is addressed separately, with a focus on the production and dissemination of statistics disaggregated by sex in all 28 EU Member States.

In 2012 all 28 EU Member States had governmental bodies for the promotion of gender equality. On the other hand, no substantial progress was observed within the existing

institutions compared to 2005 in relation to their mandate, human resources, knowledge and capacity to promote gender equality and ensure gender mainstreaming. Moreover, the level in which the highest responsibility of governments for the promotion of gender equality is vested in Member States has decreased since 2005. Gender equality experienced a decrease in its importance as a policy area.

By 2012 all 28 EU Member States had created a body for the promotion, analysis, monitoring and support of equal treatment of all persons to counter discrimination on the grounds of sex. In 2005 certain Member States still lacked such institutions. However, the number of independent bodies exclusively dedicated to the promotion of equal treatment between women and men has decreased. The evidence shows that in many cases the independent bodies for the promotion of equal treatment on several grounds, one of which is sex <sup>(4)</sup>, or bodies in charge of the promotion of equal treatment between women and men had more human resources in 2012 than in 2005, while governmental bodies in many countries suffered from lower levels of support.

It is crucial to recognise that **institutional mechanisms for gender equality, including gender mainstreaming, are not a luxury but a necessary precondition** for the pursuit of equality between women and men. It becomes an especially relevant issue in the context of the current economic crisis and consequent cuts in public budgets, entailing the risk of seriously affecting the functioning of gender equality institutions and downgrading the status of equality policies.

### 7.1. General context of institutional mechanisms in the EU Member States

In the European Union and its Member States, the Beijing Platform for Action, the CEDAW Convention, EU legislation and national regulations on gender mainstreaming together constitute the framework for appropriate institutional mechanisms for gender equality. The Beijing Platform for Action not only identified the availability of institutional mechanisms for the advancement of women as one of the 12 critical areas of concern but also as **an area crucial for ensuring developments in the other 11 areas**.

Area of concern H of the Beijing Platform for Action establishes several strategic objectives for institutional mechanisms for gender equality and gender mainstreaming, and Directive 2002/73/EC requires the establishment of national institutions for the promotion, analysis, monitoring and

support of equal treatment of all persons without discrimination on the grounds of sex. In addition, the European Commission, the European Parliament and the Council of the European Union have introduced several recommendations and guidelines for the implementation of gender mainstreaming. Regarding the collection and dissemination of statistics disaggregated by sex, Regulation No 99/2013 on the European statistical programme 2013–2017 was recently adopted, emphasising the need for sex-disaggregated data where appropriate. However, there are no specific guidelines for Member States on how to promote the collection and dissemination of this data.

Previous research showed that most EU Member States have created a number of key institutional mechanisms for



gender equality. The two main institutional bodies on gender equality (a governmental gender equality body and an independent body for the promotion of equal treatment for women and men) were already in place in nearly all Member States in 2005, as reported by the Finnish Presidency.

The adoption of several directives at EU level (Directive 2000/43/EC against discrimination on the grounds of race and ethnic origin; Directive 2000/78/EC against discrimination in employment and occupation on the grounds of religion or belief, disability, age or sexual orientation; Directive 2002/73/EC and Directive 2006/54/EC recast, Directive 2004/113/CE, and Directive 2010/41/EU) addressing forms of discrimination in different areas, including sex-based discrimination, had an influence on the existing institutional mechanisms for gender equality.

One of the most noticeable developments between 2005 and 2012 is the **gradual merging of the independent body for the promotion of equal treatment for women and men with a body or institution dealing with several grounds of discrimination**. As the current report shows, there are only five Member States where discrimination based on sex is addressed separately. As this is still an on-going process within the EU, its positive and less positive aspects remain to be assessed.

A second evident trend is the growing importance of and focus placed on addressing **gender equality and sex-based discrimination through legal and judicial means**. Equal opportunities and more specifically equal treatment for women and men came to be considered the most important way of addressing gender-based inequalities, while developing and promoting active gender equality policies received less attention. A shift has taken place towards legal and procedural mechanisms to address discrimination at the individual level. Embedded in a human rights approach that focuses mainly on the individual level, gender equality runs the risk of losing power and strength to address structural inequalities and discriminations at the societal level.

These **recent developments contributed to the marginalisation of gender equality as a political goal** and policy by catching attention and support its accompanying political, human and financial capital. In many Member States, **gender equality has as a result been pushed off**

**the political agenda or submerged within the broader field of equal opportunities.**

The political context specific to each Member State, also very fluid and unpredictable, helps or hinders the sustainability and efficiency of the governmental gender equality bodies. It is one of the factors that strongly impacts gender equality as a policy area and as an institutional structure. Ensuring governmental support for gender equality as a policy proved to be one of the strongest factors for the development and sustainability of the institutional mechanisms.

In the context of the EU institutions, the creation of the European Institute for Gender Equality (EIGE) in December 2006 and the start of its operations in June 2010 brought significant support for the Member States' institutional mechanisms for gender equality. EIGE reviews and/or proposes new indicators for tracking the BPfA, collects sex-disaggregated data, and offers the Member States new methodologies for data collection and analysis. EIGE also directly supports capacity-building for gender mainstreaming through the collection and dissemination of methods, tools and good practices for implementing gender equality policies and gender mainstreaming strategies, for offering gender equality training and access to a broad range of information and data on different areas of gender equality, as well as for enabling an exchange of high-quality expertise between the Member States. A recent major initiative of EIGE, the Gender Equality Index offers Member States an individual and comparative assessment of their performance, identifying the widest gaps that need to be addressed in order to ensure equality between women and men.



## 7.2. Implementation of area H in the EU Member States

### 7.2.1. Indicator 1. Status of governmental responsibility in promoting gender equality

#### The status of governmental responsibility in promoting gender equality has not increased significantly

Although recognised as a fundamental value of the EU and as a policy area in its 28 Member States, **gender equality has seen its status decline since 2005**: there are fewer governments with cabinet ministers responsible for gender equality and more governments with deputy ministers and assistant ministers responsible for gender equality. Croatia placed the responsibility for promoting gender equality within an advisory body to the Government and not within any ministry. In Poland, responsibility for promoting gender equality is vested in the Government Plenipotentiary for Equal Treatment, which reports directly to the Prime Minister. This position is not a cabinet minister, even if the head participates in the weekly meetings of the Cabinet.

No improvements can be seen in the hierarchical location of the governmental gender equality bodies. In three Member States the location of the governmental gender equality bodies even decreased, while in 18 Member States the level of location remained the same. One third of 28 EU Member States still do not have the governmental gender equality body at the highest hierarchical level.

#### The scope of functions of governmental gender equality bodies expanded

These bodies are responsible for coordinating communication and information with EU and international institutions; coordinating and developing gender mainstreaming; forming, analysing, monitoring and assessing policy; as well as for initiating and revising legislation, providing information, raising awareness and research and development. Some tasks gained importance in several Member States. These included policy analysis, monitoring and assessment; forming government policy; law drafting and reviewing legislation.

#### The number of Member States that have adopted governmental action plans for gender equality (GAPGE) increased

Governmental action plans for gender equality establish the strategy for gender equality policy priorities and actions. The majority of the EU Member States have adopted this tool, a contrast to 2005 when 10 out of 25 Member States did not have a GAPGE. GAPGEs are either a long-term policy documents or short-term ones adjusted to the policy cycle of one or two years. Not all GAPGEs are broad in scope; some are focused on a specific area such as employment, trafficking or addressing violence against women.

Reporting on the activities to implement gender mainstreaming and reach gender equality to the legislative authority has been established 26 Member States. It is now only in the Czech Republic and Hungary that reporting is not yet taking place.

In all 28 EU Member States, different types of civil society organisations (women's organisations, social partners, others) are systematically consulted, involved and engaged in cooperation. Member States are increasingly involving civil society organisations, especially women's organisations, in the development of policies, legislation, reporting, and evaluations. Civil society organisations are increasingly cooperating in the informational and awareness-raising activities of the governmental gender equality bodies.

The representatives of women's organisations from the Member States considered that their involvement in and consultation by the government on gender equality policies is limited, ad-hoc or even non-existent. EIGE's study (2013b) on 'Institutional capacity and effective methods, tools and good practices for mainstreaming gender equality' shows that whereas stakeholder participation in gender equality/gender mainstreaming policies has been integrated or institutionalised in a majority of Member States, it still fails to be fully embedded at every stage of the policy cycle in 12 Member States, where it rarely or only occasionally informs policymaking.

In brief, in the majority of EU Member States, gender equality as a policy area is carried out by a limited number of staff members, not always placed at a highest level in the governmental hierarchy. Social partners and civil society organisations are increasingly involved in the activities and tasks of these institutions, in most cases with the dissemination of information and awareness-raising.



## Only five Member States still had an independent body for the promotion of equal treatment between women and men alone

Addressing discrimination based on sex and promoting equal treatment between women and men in accordance with EU directives are tasks that have been assigned to specific bodies in all 28 EU Member States.

The independent anti-discrimination bodies complement the work of the governmental gender equality bodies by virtue of their mandate to prevent the violation of rights and to give legal protection. But recent developments show that equal treatment of women and men or discrimination based on the ground of sex has been merged into the broad spectrum of different forms of discrimination, both in terms of grounds (race, ethnicity, age, disability, sexual orientation, etc.) and areas (employment, education, health, access to goods and services, etc.). This trend can have both positive and negative consequences that need to be further investigated and monitored.

One positive consequence is that gender inequalities can be considered and addressed together with other forms of inequalities. On the other hand, discrimination based on sex differs from other grounds as it relates not to various minorities or other groups, but to individual women and men within these groups, and should thus be considered horizontally.

A less positive consequence is the growing focus, supported by political and financial resources, on the judicial aspects (the legal approach) of equal treatment/gender equality, as opposed to the development and promotion of gender equality in its broad sense. This means that gender equality work may be reduced to individual cases that may or may not be brought to the courts, tribunals or other instances. To remain a prominent part of the political agenda, gender equality needs on the one hand powerful and sustainable mechanisms which develop, implement and monitor the promotion of gender equality, and on the other institutions which protect the legal rights of women and men.

## 7.2.2. Indicator 2a and 2b: Personnel resources for gender equality

### Gender equality resources have not increased since 2005

In 2012 the number of Member States in which the human resources of the governmental gender equality body have

increased is the same as the number of Member States in which the human resources of the governmental gender equality body have decreased. The number of employees remained the same in two Member States. Variations in the number of employees for gender equality remain considerable among Member States — from less than 1 employee per million persons to more than 6.

### Many of the Member States cannot extract information on the resources allocated for addressing discrimination based on sex or for promoting equal treatment for women and men

Regarding the resources of the independent bodies for promoting equal treatment between women and men and for addressing discrimination based on sex, the report only presents information on the 12 Member States that were able to provide data about 2012. The data show that the human resources (per population) increased compared to 2005 in five Member States, while in three others they decreased.

## 7.2.3. Indicator 3: Gender mainstreaming

### Increased legal commitment to gender mainstreaming compared to 2005

All 28 EU Member States declared a commitment to implement gender mainstreaming, albeit to different degrees, and some even strengthened it from 2005. In 2005 36 % of Member States had a legal obligation regarding gender mainstreaming and this number increased to 47 % in 2012.

### Nearly all Member States have governmental structures for implementing gender mainstreaming

A positive trend can be observed when it comes to creating structures responsible for gender mainstreaming, inter-ministerial coordination and/or focal points in ministries. Only three Member States have no structures to implement gender mainstreaming. The majority of Member States have contact persons for gender mainstreaming in the ministries. In more than a half of the Member States an inter-departmental coordination structure is in place in the government to coordinate or stimulate gender mainstreaming. The governmental gender equality bodies are consulted by other ministries or departments during the development of new policies in the majority of Member States.

## Despite a slight improvement in the application of gender mainstreaming tools and methods, key methods are not institutionalised

The analysis of gender mainstreaming methods and tools, such as training and capacity building, gender impact assessment, gender budgeting and monitoring and evaluation, demonstrates that 14 Member States lack a legal obligation to carry out gender impact assessment and gender budgeting. The institutionalisation of gender mainstreaming proves to be weak everywhere because of the unclear or weak legal or administrative mandates to apply gender mainstreaming. Comparatively few Member States carry out regular training and capacity building on gender equality, mostly for the employees of the governmental gender equality body. On ad-hoc basis, trainings for the same target group are provided in a few more Member States.

Gender impact assessment is rare or not used at all in the majority of Member States and is either an unknown concept or is still at an initial stage of application. Gender budgeting has become a legal obligation in only eight Member States, out of which gender budgeting is widely used by the ministries in just three countries. In a few other Member States gender budgeting was used only by some ministries and in the rest gender budgeting is an unknown concept and thus not implemented.

A general improvement from 2005 can be noticed as the number of Member States in which gender impact assessment and gender budgeting is used widely actually doubled, and monitoring and evaluation is also used as a tool for gender mainstreaming, but to a limited extent.

## Strong efforts to learn about and efficiently implement gender mainstreaming are required

Although the data show that the implementation of gender mainstreaming has improved in the Member States, it should be taken into account that the results reported here are based on the self-assessments of the governmental officials responsible for gender equality in the Member States. Despite these methodological limitations, the present report nevertheless demonstrates a strengthened commitment on the part of the Member States and shows that new structures have been created to implement gender mainstreaming in most if not all Member States. However, there is not enough evidence to assess the effective implementation of gender mainstreaming, leading to the conclusion that commitments are not always translated into action. EIGE's in-depth study on Gender Training in the EU found that improved gender competence can lead to positive gender mainstreaming results if certain preconditions are met — the development of gender competence is embedded in both national strategies for

gender equality and gender equality plans for organisations, the resources dedicated to gender training are adequate, accountability mechanisms are in place and all policy actors are addressed on an ongoing basis.

## 7.2.4. Indicator 4: Production and dissemination of statistics disaggregated by sex

### Two thirds of Member States have a national legal obligation to collect statistics disaggregated by sex on a regular basis

The existence of high-quality, timely, comparable and reliable statistics disaggregated by sex is a major precondition for effective gender equality policies and legislation. Such statistics help to ensure evidence-based decision-making, evaluate the extent to which the objectives and targets have been met and monitor the effectiveness of policies. In 2012, 21 Member States had a national legal obligation or some other type of agreement with the national statistics institute or other organisations to collect these data regularly. However, while a legal obligation to collect statistics disaggregated by sex on a regular basis exists in the majority of Member States, not all of them have made a formal commitment to making those statistics publicly available and disseminating them.

### Few Member States have a commitment to disseminate statistics disaggregated by sex

Only nine Member States had a legal obligation to disseminate statistics disaggregated by sex. Another 12 Member States had an agreement to publish gender statistics on regular or ad-hoc basis instead of a legal obligation. Seven Member States in 2012 did not have any legal obligation or agreement for the dissemination of statistics disaggregated by sex.

### Publications are the broadest method used to disseminate gender statistics

The majority of Member States have publications on gender statistics. Two thirds of Member States have a website devoted to gender statistics (a specific website on gender statistics, a section of the website of the statistics office or a section of another website). However, the commitment under the Beijing Platform for Action to produce and disseminate statistics disaggregated by sex has yet to be fully realized.



## 7.3. Recommendations on implementing area H

### Recommendations for the Member States

All Member States have institutional mechanisms for gender equality, but to ensure their effective functioning and performance, it is important to:

- Ensure that there is a governmental body responsible for gender equality located at the highest possible level in the government, falling under the responsibility of a cabinet minister, and with adequate powers and means for action (where means for action are understood as financial and logistical support, reflected in staff with professional capacity, a sufficient budget, financing for projects, and all necessary means to achieve the objectives established).
- Ensure that this body's mandate and capacity allow it to influence the development of all government policies, to formulate and review legislation and to coordinate and monitor the implementation of government decisions with a view to involving civil society organisations and social partners.
- Ensure that gender equality remains a policy priority, is mainstreamed in other policy areas and complements the work of addressing cases of discrimination based on sex.
- Promote national strategies for gender equality and set clear and measurable strategic objectives with specific targets and timeframes (SMART), implement gender equality policies and coordinate their implementation by other ministries/departments/state institutions.
- Ensure enhanced synergies among the diverse mechanisms within different branches of the state (legislative, judicial and executive) and on different levels —EU, national, regional and local.
- Establish or strengthen an advisory board on gender equality or another permanent entity involving relevant branches of government; centres for women's studies and research, academic and educational institutions; the private sector; the media; non-governmental organisations, especially women's organisations, and other actors of civil society.
- Continue strengthening the accountability of governmental bodies through systematic reporting to legislative bodies on the progress of efforts to mainstream gender concerns into all policy areas.
- Promote national strategies, action plans and targets for equality between women and men in order to promote gender equality and eradicate all forms of discrimination against women.
- Ensure that the promotional, monitoring and analytical tasks of the independent bodies for the promotion of equal treatment for women and men are fulfilled, in parallel with the protection and support of victims of discrimination.
- Make transparent and regularly assess the share of human and budgetary resources and the scope of activities dedicated to combating discrimination on the ground of sex when the independent body for the promotion of equal treatment has a mandate to address discrimination based on several grounds.
- Add gender sensitivity and competence on gender issues to the job descriptions of civil servants working in governmental gender equality bodies or independent bodies for the promotion of equal treatment for women and men.
- Encourage the governmental gender equality bodies to make full use of the capacities, knowledge and products of the European Institute for Gender Equality.

The implementation of gender mainstreaming can be furthered by taking into account the following recommendations on preconditions:

- Continue to strengthen or introduce legal obligations for gender mainstreaming.
- Establish or strengthen an inter-ministerial structure and focal points in every ministry, and ensure enhanced networking and cooperation within the structure and with the governmental body on gender equality.
- Support initiatives to raise awareness on the benefits of gender mainstreaming.
- Promote the consultation of the governmental body by other departments and ministries, and have regard for the consultation results by adjusting policies/legislation or programmes and by making this a legal obligation within all new policies and legislation.
- Introduce legal obligations for the use of gender mainstreaming tools and methods, including training for gender mainstreaming, gender impact assessment, gender budgeting and monitoring and evaluation.

- Strengthen the legal and institutional commitment to improving the gender competence of civil servants across the different sectors.
- Consider the inclusion of a training module on gender equality and gender mainstreaming within the general training structure of the public administration of the Member States and ensure that gender training is provided on continual basis and takes into account participants' needs.
- Use more gender sensitive data to form, implement, monitor and evaluate policies, legal provisions, programmes and projects.
- Ensuring the comparability, reliability and regular production of sex-disaggregated statistics at the national and EU level, working in close cooperation with National Statistics Institutes and other data providers and making full use of the work of EIGE.
- Using sex-disaggregated data to establish targets and indicators in the action plans in order to measure progress and evaluate developments in gender equality.
- Establishing a system of monitoring and evaluation of the production, dissemination and use of high-quality and timely statistics disaggregated by sex at the national and EU levels.

A major precondition for gender equality policies and legislation is the availability of timely and high-quality statistics disaggregated by sex. Member States can meet this precondition by:

- Establishing legal obligations and allocating adequate financial resources for the production and dissemination of statistics disaggregated by sex.
- Producing statistics disaggregated by sex and establishing new indicators where they are lacking in order to have more comprehensive information reflecting all areas related to gender equality, with a view to involving civil society organisations and social partners in the consultation process.
- Ensuring regular publications of statistical data disaggregated by sex presenting and interpreting the topical data on women and men in a form suitable for a wide range of non-technical users.
- Developing separate national websites where all statistical data related to gender equality should be published.
- Making sure that the data and information is freely available to all users.

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# Annex I: Methodology



# Annex I: Methodology

This report was prepared by the EIGE research team based on a study carried out by Atria in consortium with Karat Coalition.

This annex contains the methodology used to collect data in all 28 Member States. It presents the methods used to

collect and analyse the data and difficulties encountered during these stages. A combination of methods was chosen: a review of documentation and literature, an online survey among governmental representatives, and interviews with representatives of women's NGOs.

## 1 Literature and documentation review

The first part of the report consists of a review of relevant literature at European and national levels. Relevant is defined as literature relating to previous reviews of the implementation of area H of the Beijing Platform for Action in the EU Member States and on the implementation of institutional mechanisms in general. The main recent research on the thematic aspects of this report was also reviewed.

In selecting research literature, the first focus was on recent scientific publications (published in the last two or three years), which produced a lot of relevant information on institutional mechanisms because some major research networks and programs like RNGS (Research Network on Gender Politics and the State) and QUING (Quality in Gender+ Equality Policies) had recently published their

**Table 1: National experts**

Belgium	Petra Meier
Bulgaria	Jivka Marinova
Czech Republic	Lenka Simerska
Denmark	Rikke Voergaard-Olesen
Germany	Brigitte Wotha
Estonia	Kadri Aavik
Ireland	Niamh Reilly
Greece	Manina Kakepaki
Spain	Cristina Santillán Idoate
France	Elisabetta Pernigotti
Croatia	Sanja Sarnavka
Italy	Francesca Esposito
Cyprus	Despina Charalambidou-Solomi
Latvia	Aivita Putnina
Lithuania	Dovile Rukaite
Luxembourg	Anik Raskin
Hungary	Borbala Juhasz
Malta	Maria Borg Filletti
Netherlands	Saskia de Hoog
Austria	Julia Günther
Poland	Aleksandra Solik
Portugal	Rita Basílio de Simões
Romania	Christina Radoi
Slovenia	Martin Jaigma
Slovakia	Lubica Kobová



findings. However, it became clear that some very important literature on the subject of gender mainstreaming was published around 2004 — for example that based on the MAGEEQ (Multiple Meanings of Gender Equality) research programme — and other literature on institutional mechanisms from 2007 — by Outshoorn, *inter alia*, which could not be ignored.

Apart from the research literature, several documents from the EU, the UN, the Council of Europe and other pertinent international organisations were reviewed to describe the international framework within which European Union Member States develop their institutional mechanisms. The scope here was the first decade of 2000, complemented by important international legislation in the 1990s.

At the national level, documentation on policy and legislation relevant to institutional mechanisms was collected and analysed by national experts. Information collected included national action plans on gender equality and state reports on the implementation of the Beijing Platform for Action focusing on area H.

The expert committee, consisting of scientific and other experts on institutional structures on gender equality and/or gender mainstreaming, played a major role in different stages of information collection and analysis. The expert committee was composed of 5 researchers with an advisory role, providing input and comments.

**Table 2: Expert committee**

Prof. Dr Mirjana Dokmanovic	Gender Studies, University of Novi Sad and consultant, Serbia
Dr Anouka van Eerdewijk	Affiliated researcher, Institute for Gender Studies (IGS) and Institute for Management Research (IMR), Radboud University Nijmegen, the Netherlands
Prof. Dr Saskia Keuzenkamp	Professor occupying an endowed chair on gender equality in international comparative perspective at Free University Amsterdam and head of section Effectiveness at Movisie, the Netherlands
Dr Joke Swiebel	Former Member of the European Parliament, the Netherlands
Prof. Dr Mieke Verloo	Professor of Comparative Politics and Inequality Issues, Radboud University, the Netherlands

## 2 Collection of new data

Quantitative and qualitative methods were used to collect new data. This included analyses of national documents, an online survey distributed to the High Level Group on Gender Mainstreaming — the ‘informal group of high-level representatives responsible for gender mainstreaming at national level in the Member States’ (5) — and semi-structured interviews with women’s organisations, one or two interviews per country, in all 28 Member States.

The choice of women’s organisations was based on the idea that the quality of the data would improve by using different sources inside and outside the governmental structure. Since women’s organisations appear to be a valuable source of information on the mechanisms on gender equality in their Member States, as shown by the shadow reports for CSW, this source was chosen.

Steps in data collection:

1. Appointment of national experts to collect and analyse documents on national policy and legislation and ascertain the potential respondents from women’s organisations. It was the national experts who chose the interviewee(s) based on their knowledge of the country and also the availability of the interviewer.
2. Developing a template for the analysis of the national documentation.
3. Instructing national experts by several Skype meetings and conference calls.
4. Development of a questionnaire for an online survey among governmental representatives.

5. Creating an online questionnaire for governmental respondents and sending invitations to the questionnaire.
6. Development of a questionnaire for semi-structured interviews with the women's NGOs.
7. Development of a template for interview reports.
8. Instructing national experts in writing as well as through Skype-meetings on how to conduct the interviews.

### 3 Survey to governmental representatives: structured online questionnaire

In the interests of comparability, the 2006 Finnish Presidency questionnaire and its indicators were used as the starting point for the study. Based on the Finnish questionnaire and findings in the literature review, the research team developed a questionnaire mixing structured answer categories and open questions. Based on the preliminary literature review and in consultation with the expert committee, the team first considered which questions were still relevant and whether, given the scope of the project, additional questions should be answered. The questionnaire was complemented with questions specific to objectives H2 and H3 of the BPfA and some minor additions to questions about objective H1. Special attention was paid to the adequacy of the questions regarding the indicators to measure the implementation of area H1 and H2 in practice. Questions related to H3 were more detailed than those in the earlier questionnaire used by the Finnish Presidency, in which the respondents had only been asked a single question to determine to what extent gender-disaggregated data were collected, compiled, analysed and presented. Again based on the literature and the current understanding of harmonisation of Member States data and looking at the whole BPfA, questions were developed on data that were crucial

to reviewing the indicators, possible improvements and developing a new indicator on objective H3.

To better understand why area H has or has not been successfully implemented in the different Member States in recent years, questions were included related to contextual factors that can be expected to affect the implementation of actions within area H.

This questionnaire was sent by e-mail to the 28 senior officials of the HLG on 20 January 2013. Since the respondents to the Finnish and Swedish reports were also government representatives, the majority of the data from the HLG is comparable to the data collected in the two earlier reports. On 30 January 2013 a reminder was sent by e-mail. Within two weeks after the reminder, a second reminder was sent by EIGE to the respondents who had not yet replied. Subsequently, a list of missing and seemingly incorrect data was sent to EIGE by the research team on 21 February 2013. By 19 March, the database was largely complete and included the answers of the vast majority of Member States. EIGE subsequently verified the information with respondents.

### 4 Interviews with representatives of women's NGOs

The second method of data collection was a face-to-face interview with a representative of a women's organisation from each of the 28 EU Member States. The aim of these interviews was to collect data from an NGO stakeholder perspective to add to that of government representatives, for example more in-depth information on complex issues such as the impact of political shifts or the economic crisis and other influences on policy development and gaps in institutional mechanisms and machinery. In addition, the interviews with NGOs were used as a means of triangulating some of the data collected through document study and the online questionnaire to enhance the validity of the information.

Each national expert was asked to identify a key expert on institutional mechanisms for gender equality from civil society,

preferably a women's NGO, to gather information on gaps in the institutional structure or the publication of gender-disaggregated data, on the causes of these gaps, and also on the role of civil society in the implementation of BPfA.

The research team provided the national experts with a questionnaire and instructions for conducting the face-to-face interviews. They were also given a template for entering pre-structured answer-categories. The national experts delivered the completed template in English, plus full transcripts of the interview in the language in which it was conducted. In each case, the interview was conducted in the language in which the interviewee felt most comfortable, in almost all cases the national language. The interviews were conducted in March 2013.



## 5 Data analysis

### Documentation review

A template to analyse and describe the content of the policy documents was developed, as well as a template for analysing and reporting all data at national level: the country reports. Input from national experts and researchers was thus standardised and results were comparable. The review of national documentation resulted in an organigram showing the currently relevant national institutions on gender equality, a description of legislation relevant to institutional mechanisms, and a description of policies developed in this area since 2005 (the year of the Finnish study). This information was presented in the country reports, and the research team performed an overall international comparative analysis building on these data.

### Survey to governmental respondents

The data from the HLG members in the online questionnaire were analysed using SPSS. In the analysis, the data were compared with the data of the 2006 Finnish Report and 2009 Swedish Report where possible. The data of the earlier studies were transferred into matrices so the new data could easily be compared. These matrices also provide the basis for the database.

The indicators, as developed in the Finnish presidency report, were calculated based on the data collected through the questionnaire, and some alternative calculations, based on newly suggested methodology, were proposed. Where the data collected were not directly comparable between Member States (for instance the total budget and personnel resources, indicators 2a and 2b), adjusted proportional calculations have been applied to allow meaningful comparisons (linking national data to total governmental expenditure per country, to total number of civil servants, or to population). By comparing each country to the median, a ranking could be made.

During the analysis of the survey results, some difficulties arose related to the formulation of the survey questions, which should be taken into account in future research:

- The level of governmental body was not often clear: in the replies provided, several Member States selected a different level than had the national.
- In some cases, the difference between a governmental body and an independent body was not clear (e.g. in Belgium where it is the same body), so the related questions about staff and mandate, for example, were ambiguous.
- Some Member States said their governmental body was an entire ministry, while the name of the ministry obviously includes several other fields of policy, or for instance the ministry is not a sectorial ministry but a department under a chancellery.

To ensure that the data of all Member States were analysed with the same criteria, one researcher performed the analyses of the entire dataset of the survey. The researcher provided results at national and at aggregated level.

### Interviews with women from women's organisations

For the same reasons, one single researcher analysed the data from the interviews. The researcher used the program Atlas.ti and focused on providing a deeper understanding of the involvement of civil society in policy development and evaluation, the perceived effects of the institutional mechanisms and gender mainstreaming tools, and the perceived impact of current political, socioeconomic and cultural contexts in different Member States.

## 6 Review and development of indicators

In the second phase of analysis, the indicators were reviewed. The purpose was to define the most appropriate indicators by which the achievements of the Member States on area H could be monitored, notably in the sub-area of gender mainstreaming (H2) and on the collection and dissemination of gender-disaggregated data (H3). In order to obtain the best indicators, the data were reviewed and assessed by their relevance and availability in all Member States. The degree to which the existing and newly proposed indicators depict the full contents of the objectives of area H was also assessed.

The new indicators had to meet the following requirements:

- have a base of support among stakeholders (respondents) and expert committee;
- be applicable in all 28 EU Member States;
- be valid (adequately reflecting contextual complexities);
- be suitable for future European data collection (able to be replicated).

The most adequate indicators were shortlisted and form part of the recommendations on the indicators for monitoring the performances on area H in the future.



# Questionnaire for governmental respondents

## 1. Responsibility at the highest possible level in the government.

*The responsibility for promoting gender equality is a matter of the whole government. In most Member States a particular responsibility of design, coordination and implementation of the Government's gender equality policies is delegated to one minister.*

**Question 1.1.** Please, indicate the level in which the highest responsibility of the Government for the promotion of gender equality is vested in your country. The highest responsibility is vested in:

- 1.1.1. A cabinet minister
- 1.1.2. An assistant minister/deputy minister/vice minister
- 1.1.3. Other ⇒ 1.1.3.1 please indicate.....  
⇒ Proceed to question 2.1
- 1.1.4. Responsibility for promoting gender equality is not particularly ascribed at the government level.  
⇒ Proceed to question 2.1

**Question 1.2.** Please, provide the title of the Minister responsible for gender equality at the governmental level (in English).....

**Question 1.3.** Please, indicate here what are the other fields, if any, the Minister referred to in the previous two questions is responsible for (e.g. social protection. employment; maximum 5 fields).....

## 2. Existence of a governmental body for gender equality at national/federal level

*By governmental body is defined as a ministry, part of a ministry or a separate unit or organisation to which the government has delegated tasks.*

**Question 2.1.** Please, indicate whether there is a governmental body for the design/coordination/ implementation of government policies for gender equality. Choose the relevant option. In case there are more than one such bodies, choose here the one in a key position in the design/implementation of the government gender equality policies. *(Please, give information on the other national/federal bodies for the promotion of gender equality in a later question)*

- 2.1.1 Yes, there is a **permanent** governmental body responsible for gender equality.  
⇒ 2.1.1.1 Please, indicate the full name of the body here *(in English)*.....  
⇒ 2.1.1.2 When was the permanent body established? Please indicate the year of establishment.....
- 2.1.2 Yes, there is a **temporary** governmental body responsible for gender equality.  
⇒ 2.1.2.1 Please, indicate the full name of the body here *(in English)*.....  
⇒ 2.1.2.2 What is the time period of its present mandate? .....
- 2.1.3. There is no specialised body responsible for the design/ coordination/ implementation of government policies for gender equality at national/federal level, but there are governmental bodies for gender equality at regional level.  
⇒ Proceed to question 4.1
- 2.1.4 No, there are no governmental bodies for gender equality.  
⇒ 2.1.2.1 Please, specify the arrangement used for the management of the promotion of gender equality  
⇒ Proceed to question 6.1

## 3. Level of location of the governmental body for gender equality in the government hierarchy

**Question 3.** Please indicate the level at which the governmental body for gender equality referred to in the previous questions is located in the government hierarchy (i.e. in a ministry or in the prime minister's office). If the



body is located outside the government structures, please specify its relation to the governmental structures. (*Choose the relevant option.*) The governmental body for gender equality is:

- 3.1. An entire ministry
- 3.2. Situated at the highest level in a ministry (e.g. the gender equality body is itself a department in a ministry, above which is/are the minister/s and the highest official such as secretary general)
- 3.3. At the intermediate level in a ministry (e.g. the body is a unit or a sector in a department)
- 3.4. At a lower level in a ministry than indicated above.  
⇒ Please specify (add title of the unit or sector) .....
- 3.5. A separate unit attached to a ministry but not a formal part of it;  
⇒ Please specify the body's relation to the governmental decision-making processes.....
- 3.6. An independent body outside the ministerial structures (e.g. an independent institution);  
⇒ Please specify the relation to the governmental decision-making processes.....
- Comments .....
- .....
- .....

#### 4. Personnel resources of the governmental gender equality body

**Question 4.1.** Please, state the average number of employees working in the governmental body for gender equality referred to in previous questions.

*Note: when relevant, for example for Member States that operate under a federal system, please enter this information at a regional level as well.*

*Please, count in terms of person year i.e. full time, year-round employment (e.g. two persons, each working half a year, make one person year). If it is impossible to give an exact number, please give an estimate.*

- 4.1.1. The number of employees in person years as of 1 January 2012 at **national/federal** level .....
- This question is only for Member States operating under a federal system.*
- 4.1.2. The number of employees in person years as of 1 January 2012 at **regional** level.....

**Question 4.2.** In order to compare capacity between Member States, the capacity will be related to the total consumption and investments by the government (total expenditure).

The total governmental expenditure in Euros in 2012 was .....

- 4.2.1. Please state the total budget in euros for the governmental body for gender equality at **national/federal** level. This should include the budget allocated for gender equality, including personnel costs and grants. € .....
- This question is only for Member States operating under a federal system.*
- 4.2.2. Please state the total budget in euros for the governmental bodies for gender equality at **regional** levels. This should include budget allocated to gender equality, including personnel costs. €.....

#### 5. The mandate or functions of the governmental gender equality body at national/federal level

**Question 5.1.** What are the main tasks performed on a regular basis by the governmental body for gender equality at national/federal level referred to in previous questions? Please choose the relevant options (*select all that apply*), as they relate to gender equality:

	Yes	No
5.1.1. Forming policy for the government	1	0
5.1.2. Law drafting (initiating laws)	1	0
5.1.3. Reviewing legislation	1	0
5.1.4. Promoting of the implementation of government decisions	1	0



	Yes	No
5.1.5. Coordinating and/or developing of gender mainstreaming processes and methodologies	1	0
5.1.6. Policy analysis, monitoring and assessment of reforms	1	0
5.1.7. Research and development	1	0
5.1.8. EU- and international affairs	1	0
5.1.9. Information, publishing and training	1	0
5.1.10. Other, please specify	1	0
.....		
5.1.11. Comments.....		

**Question 5.2.** How regularly is the governmental body for gender equality consulted by other departments or ministries for **new policy plans** (in policy fields other than gender equality)?

- 5.2.1. For (almost) all new policy plans developed in 2012
- 5.2.2. For some new policy plans developed in 2012
- 5.2.3. Never

**Question 5.3.** How regularly is the governmental body for gender equality consulted by other departments or ministries to **evaluate policies** (in policy fields other than gender equality)?

- 5.3.1. For (almost) all policy evaluations in 2012
- 5.3.2. For some policy evaluations in 2012
- 5.3.3. Never ⇒ *Proceed to question proceed to question 6.1*

**Question 5.4.** If the governmental body for gender equality is consulted by other departments or ministries for new policy plans or evaluations, what's your estimate of how often the involvement of the governmental body for gender equality leads to adjustment of policies?

- 5.4.1. In all or nearly all cases (more than 75 %)
- 5.4.2. In majority of cases (50-75 %)
- 5.4.3. In some cases (25-50 %)
- 5.4.4. Never or in few cases (less than 25 %)

## 6. Existence of an independent body for equal treatment of all persons without discrimination on the grounds of sex.

In this question we are inquiring about the existence of independent bodies for equal treatment, designated in accordance with Directive 2002/73/EC. According to this directive the tasks of these independent equality bodies can include promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on grounds of sex.

**Question 6.1.** Please indicate whether there is an independent body in accordance with Directive 2002/73/EC for the promotion of equal treatment without discrimination on the grounds of sex. *Choose the relevant alternative.*

6.1.1. There is an independent equality body in charge of promotion of equal treatment of women and men without discrimination **on grounds of sex:**

- Yes, please indicate:  No ⇒ *Proceed to question 6.1.2.*

6.1.1.1. The name of the body: .....

6.1.1.2. The mandate in brief: .....

6.1.1.3. The number of employees in person years as of 1 January 2012 i.e. full-time, year-round employment (*e.g. two persons each of them working half a year make one person year*) .....

6.1.1.4. The total budget of the independent body for the year 2012, in euros: €.....

6.1.2. There is an independent equality body in charge of promotion of equal treatment of all people without discrimination **on several grounds**, one of which is sex:

Yes, please indicate:

No ⇒ Proceed to question 6.1.3.

6.1.2.1. The name of the body .....

6.1.2.2. The mandate in brief .....

6.1.2.3. An estimate of the **number of employees** charged solely with combating discrimination on **grounds of sex** in person years as of 1 January 2012 (e.g. two persons, each working half a year, *make one person year*):.....

6.1.2.4. An estimate of the **total number of employees** in person years as of 1 January 2012 i.e. full-time, year-round employment.....

6.1.2.5. The **budget** for the activities of the independent body concerning combating discrimination on **several grounds**, for the year 2012, in euros: €.....

6.1.2.6. The **budget** for the activities of the independent body concerning combating discrimination on **grounds of sex**, for the year 2012, in euros: €.....

6.1.3. An independent equality body for the promotion of equal treatment without discrimination i.e. including grounds of sex is presently under preparation:

Yes, please indicate:

No ⇒ Proceed to question 6.1.4.

6.1.3.1. Please, give an estimate of the year of future establishment, as appropriate:.....

6.1.4. Other arrangements for the promotion of equal treatment of women and men without discrimination on grounds of sex:

Yes, please specify:

No

6.1.4.1. Please specify.....

**Question 6.2.** Are there other independent equality bodies at the national/federal level of major importance for the promotion of gender equality besides those reported in the previous questions you would like to mention? Please, give the name, the mandate in brief and the number of employees in person years of the most important of the bodies.

**Body 1:**  Yes, please specify:

No ⇒ Proceed to question 7.1.

6.2.1. Name of the body (1):

6.2.1.1. Mandate in brief:.....

6.2.1.2. Number of employees: .....

**Body 2:**  Yes, please specify:  No ⇒ Proceed to question 7.1.

6.2.1. Name of the body (2):

6.2.1.1. Mandate in brief:.....

6.2.1.2. Number of employees: .....

## 7. National/federal action plan on gender equality

**Question 7.1.** Is there a national/federal action plan on gender equality adopted by the government/parliament?

7.1.1. Yes:

7.1.1.1. Please, specify the title of the national/federal action plan (in English) .....

7.1.1.2. What is the time span of the national/federal action plan?.....

7.1.1.3. Please provide a link to this document, including an English edition, if available.....

7.1.2. No, there is no national/federal action plan on gender equality adopted by the government/parliament

⇒ Proceed to question 7.3

7.1.3. Comments.....



**Question 7.2.** What is the scope of the national action plan?

- 7.2.1. It concerns policy of (nearly) all ministries
  - 7.2.2. It concerns policy of the governmental body for gender equality, other departments of the same ministry and some other ministries
  - 7.2.3. It concerns policy of the governmental body for gender equality and of other departments residing under the same ministry
  - 7.2.4. It only concerns policy of the governmental body for gender equality
  - 7.2.5. Other
- Comments .....

**Question 7.3.** Are there any other policy documents on gender equality adopted by the government/parliament?

- 7.3.1. Yes:
  - 7.3.1.1. Please specify the title of the most important policy document (other than the national/federal action plan (in English).....
  - 7.3.1.2. What is the time span of this policy document? .....
  - 7.3.1.3. Please provide a link to this document, including an English edition, if available .....
- 7.3.2. No, there are no other policy documents on gender equality adopted by the government/parliament
- 7.3.3. Comments .....

**8. Reporting to legislative bodies such as the parliament on the progress of gender equality efforts**

**Question 8.** Is there a system of reporting regularly to the government/parliament on the progress of gender equality efforts?

- 8.1. Yes. Please give:
  - 8.1.1. A brief account on the system of reporting, e.g. an annual/biannual process .....
  - 8.1.2. Its political importance .....
  - 8.1.3. A wide coverage or focus on a few issues .....
- 8.2. No
- 8.3. Comments .....

## 9. The involvement of the civil society actors in the governmental work for gender equality

**Question 9.** Please, describe the involvement of the civil society actors, such as women's NGOs, other non-governmental organisations, and social partners in the work to promote of gender equality at national/federal level. Please mark the relevant options with X in the respective cells of the table below.

Type of involvement	Women's NGOs		Other nongovernmental organisations		Social partners	
	Yes	No	Yes	No	Yes	No
9.1. Civil society actors are represented on a regular basis in a legally established <b>advisory body</b> attached to the Ministry responsible for gender equality						
9.2. Civil society actors are invited on a regular basis to <i>participate in various kinds of temporary bodies</i> , committees, commissions, working groups etc. developing policy proposals for the government or monitoring and/or assessing the status of various gender equality efforts						
9.3. A <b>consultation mechanism</b> is used on a <b>regular</b> basis with civil society actors in the process of preparing gender equality reforms, e.g. for legal reforms, national action plans on gender equality, and reporting on the status of gender equality efforts						
9.4. Meetings, hearings etc. are arranged on a regular basis to allow <b>discussion and deliberation</b> with the civil society actors on the government's efforts and policies on gender equality						
9.5. <b>Conferences, seminars etc. are arranged in cooperation</b> with the civil society actors						
9.6. <b>Dissemination of information, publications</b> etc. to civil society actors						
9.7. Other important ways to allow active participation of the civil society actors in forming policy.						
9.7.1. Please, describe						

## 10. Gender mainstreaming

*Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.*

**Question 10.1.** Please indicate the status of the government's commitment to gender mainstreaming in the national/federal public administration in your country:

- 10.1.1. There is a legal obligation on regarding gender mainstreaming
- 10.1.2. There is a de facto binding decision of the government regarding gender mainstreaming
- 10.1.3. There is a recommendation from the government regarding gender mainstreaming
- 10.1.4. Some other kind of commitment from the government regarding gender mainstreaming
- 10.1.5. No commitment from the government regarding gender mainstreaming



**Question 10.2.** Gender mainstreaming structure *(select all that apply)*

	Yes	No
10.2.1. There is an inter-departmental coordination structure, to coordinate or stimulate gender mainstreaming in the government	1	0
10.2.2. There are contact persons in the ministries or other initial forms for gender mainstreaming across the government	1	0
10.2.3. There are no structures in use for gender mainstreaming in the ministries	1	0

**Question 10.3.** Are there gender mainstreaming methodologies in use (such as guidelines on gender mainstreaming strategies, guidelines on gender indicators, or benchmarking in reporting systems)?

- 10.3.1. There is a gender mainstreaming methodology in use
- 10.3.2. There is no gender mainstreaming methodology in use

**Question 11.** Is there a legal obligation to undertake a gender impact assessment when drafting laws and/or policies (excluding gender budgeting)?

- 11.1. Yes
    - 11.1.1. Please specify the legal obligation .....
  - 11.2. No
- Comments .....

**Question 12.** Gender impact assessment in **law drafting** is:

- 12.1. Widely used in most ministries:
- 12.2. Used by some ministries
- 12.3. Still in its initial stage
- 12.4. Practically an unknown concept
  - 12.1.1. In how many ministries is it used? .....
- 12.5. What is the total number of ministries in your country? .....

**Question 13.** Did gender impact assessments in the **drafting phase** lead to an adjustment of **laws, legal acts and/or projects** during the past three years?

- 13.1. Yes, in majority of the cases there was an adjustment to make the outcomes more gender equal.
- 13.2. Yes, in some cases there was an adjustment to make the outcomes more gender equal.
- 13.3. No, in no case was there any adjustment.

**Question 14.** Gender impact assessment in the **drafting** of various kinds of **policy programmes, action plans and/or projects** is

- 14.1. Widely used in most ministries:
- 14.2. Used by some ministries
- 14.3. Still at its initial stage
- 14.4. Practically an unknown concept
  - 14.1.1. In how many ministries is it used? .....

**Question 15.** Did gender impact assessments in the **drafting phase** lead to an **adjustment** of various kinds of **policy programmes, action plans and/or projects** in past three years?

- 15.1. Yes, in majority of the cases there was an adjustment to make the outcomes more gender equal.
- 15.2. Yes, in some cases there was an adjustment to make the outcomes more gender equal.
- 15.3. No, in no case was there any adjustment.

**Question 16.** Is there a legal obligation to undertake a **gender budgeting** or gender impact assessment of ministerial budgets?

- 16.1. Yes  
16.1.1. Please specify the legal obligation .....
- 16.2. No
- Comments .....

**Question 17.** **Gender budgeting** or gender impact assessment of ministerial budgets is

- 17.1. Widely used in most ministries:  
 17.2. Used by some ministries  
 17.3. Still in its initial stage  
 17.4. Practically an unknown concept  
 17.1.1. In how many ministries is it used? .....
- 17.5. Comments.....

**Question 18.** Did gender budgeting or gender impact assessment of ministerial budgets lead to an **adjustment of budgets** in past three years?

- 18.1. Yes, in majority of the cases there was an adjustment to make the outcomes more gender equal.  
 18.2. Yes, in some cases there was an adjustment to make the outcomes more gender equal.  
 18.3. No, in no case was there any adjustment.

**Question 19.** Gender impact assessment in the **evaluation** of various kinds of laws, policy programmes, action plans and/or projects is:

- 19.1. Widely used in most ministries:  
 19.2. Used by some ministries  
 19.3. Still in its initial stage  
 19.4. Practically an unknown concept  
 19.1.1. In how many ministries is it used? .....
- 19.5. Comments.....

**Question 20.** Did gender impact assessments during the **evaluation phase** lead to an **adjustment** of various kinds of **laws, policy programmes, action plans and/or projects**, in past three years?

- 20.1. Yes, in majority of the cases there was an adjustment to make the outcomes more gender equal.  
 20.2. Yes, in some cases there was an adjustment to make the outcomes more gender equal.  
 20.3. No, in no case was there any adjustment.

**Question 21.** Have any forms of evaluation regarding gender and/or gender mainstreaming in any policy domain been undertaken in the past three years?

- |   |     |    |
|---|-----|----|
| <input type="checkbox"/> 21.1. Yes: (select all that apply) | Yes | No |
| 21.1.1. gender impact assessment (ex-ante)                  | 1   | 0  |
| 21.1.2. gender monitoring                                   | 1   | 0  |
| 21.1.3. gender (ex-post) evaluation                         | 1   | 0  |
| 21.1.4. other.....  | 1   | 0  |
- 21.2. No ⇒ *proceed to question 24*

**Question 22.** Are reports available from these evaluation studies on gender and/or gender mainstreaming?

- |  |     |    |
|--|-----|----|
| <input type="checkbox"/> 22.1. Yes (select all that apply) | Yes | No |
| 22.1.1. gender impact assessment report(s)                 | 1   | 0  |
| 22.1.2. gender monitoring report(s)                        | 1   | 0  |
| 22.1.3. gender (ex-post) evaluation report(s)              | 1   | 0  |
| 22.1.4. other.....   | 1   | 0  |
- 22.2. No



**Question 23.** In which policy domain(s) are these evaluation-related reports available (agriculture, education, health, industry, employment, etc.) and where they can be accessed?

23.1. Domains .....

23.2. Available at .....

## 11. Awareness raising and training

**Question 24.** Have there been any initiatives to raise awareness on gender equality among ministries and other governmental bodies in the past three years?

24.1. Yes

24.1.1 Please describe the specific objective and target group .....

24.2. No

**Question 25.** Are governmental employees involved in gender equality training on regular basis? Please indicate whether the governmental employees are trained and whether the training is on a regular or on an ad-hoc basis. Please mark with an X in the matrix below. Mark all that apply.

	On a regular basis		On an ad-hoc basis	
	Yes	No	Yes	No
All governmental employee				
The employees at the highest political level (ministers, vice ministers and senior cabinet members)				
The employees of the governmental body for gender equality				
Most employees of other ministries/departments				
Some of the employees of other ministries/ departments				
None of the relevant governmental employees				

## 12. Gender-disaggregated data

*Generating gender disaggregated data and information for planning and evaluation In the Beijing Platform for Action it is required that national and regional statistical services and relevant governmental services 'ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to women and men in society'.*

**Question 26.** Please estimate to what extent the requirement mentioned above is fulfilled in your country. Choose the relevant option:

26.1. To a great extent (more than 75 % of variables are disaggregated by sex)

26.2. To a moderate extent (50–75 % of variables are disaggregated by sex)

26.3. To some extent (25–50 % of variables are disaggregated by sex)

26.4. To small extent (less than 25 % of variables are disaggregated by sex)

26.5. Comments.....

### Collection of data disaggregated by sex

**Question 27.** Is there a legal obligation for the **national statistical office** to collect data disaggregated by sex?

27.1. Yes

27.1.1 Please give the name of the act in which the obligation is established .....

27.2. No



**Question 28.** Is there a legal obligation for **other organisations** to collect data disaggregated by sex?

28.1. Yes

28.1.1. Please give the name of the act in which the obligation is established .....

28.2. No

**Question 29.** Are there **other kinds of agreements** to collect data disaggregated by sex?

29.1. There is an agreement on regular data collection:

Yes

29.1.1. Please give the name of the organisation(s) collecting the data .....

No

29.2. There are ad-hoc agreements to collect the data

Yes

No

29.3. No

### 13. Dissemination of gender statistics

*The distinction is made between sex-disaggregated data and gender statistics.*

*Sex-disaggregated data refers to any data on individuals broken down by sex. Gender statistics rely on these sex-disaggregated data and reflect the realities of the lives of women and men and policy issues relating to gender.*

**Question 30.** Is there a legal obligation to **disseminate** gender statistics?

30.1. Yes

30.1.1. Please give the name of the act in which the obligation is established .....

30.1.2. Please give the name of the organisation it concerns .....

30.2 No

**Question 31.** Are there other kinds of agreements to **disseminate** gender statistics? *(select all that apply:)*

31.1. There is an agreement on regular dissemination of gender statistics:

Yes.

31.1.1. Please give the name(s) of the publications or websites used to disseminate these data .....

No

31.2. There are ad-hoc agreements to disseminate gender statistics

Yes

31.2. Please give the name(s) of the publications or websites used to disseminate these data .....

No

31.3. No

**Question 32.** Are there publications devoted to gender statistics by national/federal statistical offices and/or other governmental bodies?

32.1. Yes

32.2. No ⇒ *proceed to question 34*

**Question 33.** Please specify the 3 most important publications *(name in English and national language):*

33.1. Publication name .....

33.1.1. How frequently is it published?

33.1.1.1 Every year

33.1.1.2 Every second year

33.1.1.3 Other, namely: .....

33.2 Publication name .....



33.2.1. How frequently is it published?

- 33.2.1.1 Every year
- 33.2.1.2 Every second year
- 33.2.1.3 Other, namely:

33.3 Publication name .....

33.3.1. How frequently is it published?

- 33.3.1.1. Every year
- 33.3.1.2. Every second year
- 33.3.1.3. Other, namely:.....

**Question 34.** Is there a specific website or section of a website (of national statistical offices and/or other governmental bodies) on gender statistics?

34.1. There's a specific website.

- Yes, please provide a link.....
- No

34.2. The website of the national statistical office has a section on gender statistics.

- Yes, please provide a link.....
- No

34.3. Another website has a section on gender statistics.

- Yes, please provide a link.....
- No

34.4. No

### 14. Influences on implementation of Beijing Platform for Action section H.

**Question 35.** Which factors have influenced the implementation of institutional mechanisms and gender mainstreaming in your country since 2006. *Select all that apply:*

35.1. Existence and activity of women's movement

- Yes, please explain .....
- No

35.2. International agreements (i.e. UN/CEDAW)

- Yes, please explain .....
- No

35.3. Political climate/political shifts (i.e. in parliament and/or government)

- Yes, please explain .....
- No

35.4. Economic crisis

- Yes, please explain .....
- No

35.5. Cultural factors

- Yes, please explain .....
- No

35.6. Accession to European Union

- Yes, please explain .....
- No

35.7. Trends in EU policy and institutional mechanisms in field of gender equality:

- Yes, please explain .....
- No

35.8. Changing attitudes towards gender (e.g. emerging traditional attitudes or emerging attitudes in favour of gender equality)

- Yes, please explain .....
- No

35.9. Other influences:

- Yes, please explain .....
- No

# Questionnaire for civil society respondents

## Institutional mechanisms/national machinery

1. Are you sufficiently familiar with the structure of the national machinery and mandate of relevant organisations (bodies)?
2. Do you see any gaps in the institutional mechanisms and national machinery? Is any institution or body missing, or is any relation between institutions or bodies missing? *Note: This does not refer to gaps in organogram, but rather de facto gaps in the national machinery*
  - 2.1. *If so:* are these gaps really a problem or does the machinery function well without these institutions or mechanisms?
3. *In case of a federal structure.* In your opinion are the mandates directed at the right level (federal or regional), in your opinion, or does the division of mandates cause difficulties?

*If any of the core institutions in the national machinery (the governmental body and/or the independent body) are not specifically dedicated to gender equality but to equality on several grounds:*

- 3.1 What is the impact on commitment to gender equality; are gender equality issues adequately addressed by the body/bodies?
- 3.2 Can you give an example of that?
4. Do you see any distinction between organisations (bodies) or mandates regarding the protection of equal rights (monitoring compliance with equal treatment legislation and deciding formally, though not legally binding, in cases of complaints regarding discrimination) and the promotion of equal rights?
  - 4.1 *If not:* Would it be useful to make this distinction in mandates and/or organisations?

## Involvement of civil society in developing and evaluating policy and legislation

5. Are women's NGOs involved in developing and/or evaluating policies and/or legislation on gender equality?
  - 5.1 In what stages (development. ex ante evaluation. ex post evaluation)?
  - 5.2 In which forms?
    - 5.2.1 Women's NGOs are represented on a regular basis in an advisory body attached to the Ministry responsible for gender equality.
    - 5.2.2 Women's NGOs are invited on a regular basis to participate in various kinds of temporary bodies, committees, commissions, working groups, etc., developing policy proposals for the government or monitoring and/or assessing the status of various gender equality efforts.
    - 5.2.3 Women's NGOs are consulted on a regular basis in the process of preparing of gender equality reforms, for example regarding legal reforms, national action plans on gender equality, and reporting on the status of gender equality efforts.
    - 5.2.4 Meetings, hearings, etc. are arranged on a regular basis to allow discussion and deliberation with the women's NGOs on the government's efforts and policies on gender equality.
    - 5.2.5 Conferences, seminars, etc. are arranged in cooperation with the women's NGOs.
    - 5.2.6 Dissemination of information, publications, etc. to women's NGOs.
    - 5.2.7 Other important ways to allow active participation of the women's NGOs in forming policy (for example, online information or online contribution).
6. On who's initiative? Who decides what items are on the agenda?
7. How effective is involvement of women's NGOs in development and/or evaluation of policies and/or legislation on gender equality?



**8.** What other civil society actors are involved in developing and/or evaluating policies and/or legislation on gender equality? For example, other NGOs or social partners.

8.1 What is the impact of their involvement?

**9.** Are NGOs of women in ethnic minorities involved in development and evaluation of policy/ legislation?

9.1 *If yes:* What is the impact of their involvement?

**10.** Do you see any developments in the last 10 years regarding the kind of civil society organisations involved in policy and legislation development and evaluation?

## Gender mainstreaming

*Note for interviewer: Gender mainstreaming is defined as the (re)organisation, improvement, development and evaluation of policy processes so that a gender equality perspective is incorporated at all levels and at all stages by the actors normally involved in policymaking.*

**11.** What is your opinion on the current situation in legislation and other official agreements on gender mainstreaming?

**12.** How do you assess the level of knowledge on gender mainstreaming within ministries?

**13.** How often are gender mainstreaming tools used and which tools are used? (for example, guidelines on GM strategies, on gender indicators, benchmarking reporting systems, gender impact assessment in law/policy drafting (ex-ante), gender impact assessment in evaluation (ex-post), gender budgeting)

**14.** In what policy areas are these gender mainstreaming tools in use?

**15.** Has use of these tools lead an adjustment of laws, policy programmes, action plans etc.?

**16.** What's your opinion on the degree to which gender mainstreaming tools are used?

**17.** Are women's NGOs consulted by ministries other than the governmental gender equality body? *If yes:*

17.1 In which fields of policy?

17.2 On who's initiative?

**18.** What are the national (and if relevant regional) developments regarding (implementation of) gender mainstreaming?

**19.** What are the gaps concerning implementation of gender mainstreaming, if any?

**20.** What is the main aim of gender mainstreaming in your country? For example, is it to promote equal rights, or does it have a normative direction (for example, reducing deprivation or promoting independence for women)?

**21.** What's your opinion in general on how gender mainstreaming is implemented in your country?

## Collection and dissemination of sex-disaggregated data

**22.** Do civil society actors use sex-disaggregated data?

22.1 *If no:* What are reasons for not using sex-disaggregated data?

22.2 *If yes:* Where are data used and for what purposes?

## Influences on implementation of BPfA area H

**23.** Which of the following has been an influence in your country on the structure, capacity (budget, personnel) and impact of the national machinery in last 3 years?

23.1 Existence and activity of women's movement

23.2 International agreements (for example, UN/CEDAW)

23.3 Political climate/political shifts (for example, in the parliament and/or government)

23.4 Economic crisis

23.5 Cultural factors

23.6 Accession to European Union

23.7 Trends in EU policy and institutional mechanisms in field of gender equality

23.8 Conservative or neoliberal forces

23.9 The role of media, including social media

23.10 Other.....

**24.** Please explain the way this has influenced the national machinery and when this became visible.

**25.** Which of the following has influenced your country's commitment to gender mainstreaming and the use and impact of gender mainstreaming methods (for example, gender impact assessment) in last 3 years?

25.1 Existence and activity of the women's movement

25.2 International agreements (i.e. UN/CEDAW)

25.3 Political climate / political shifts (i.e. in the parliament and/or government)

# Annex II: Data



## Annex II: Data

Table 1: Status of governmental responsibility in promoting gender equality, 2012

Member States	Highest responsibility				Existence of the governmental body				Level at which the governmental body is located						Functions of the governmental body										Accountability and cross-sectionality			Total score
	Cabinet minister	Assistant Minister/Deputy Minister /Vice Minister	Other	Score	Permanent	Temporary	No specialised body	Score	Entire Ministry	Highest level	Intermediate level	Lower level	Outside the ministerial structures	Score	Forming policy	Law drafting *	Reviewing legislation *	Promoting the implementation of government decisions	Coordinating and/or developing GM processes and methodologies	Policy analysis, monitoring and assessment of reforms **	Research and development **	EU- and international affairs **	Information, publishing and training **	Score	National/federal Action plan on gender equality	System of reporting	Score	
BE	X			2	X			2				X			X	X	X	X	X	X	X	X	X	2	X	X	2	8
BG	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	9
CZ	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	1	8
DK	X			2	X			2		X					X	X	X	X	X	X	X	X	X	1.5	X	X	2	9.5
DE	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	1	9
EE	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	1	9
IE		X		1	X			2		X					X	X	X	X	X	X	X	X	X	1.5	X	X	2	7.5
EL		X		1	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	9
ES		X		2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	10
FR	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	10
FR	X		X	2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	9
HR			X	0	X			2				X			X	X	X	X	X	X	X	X	X	2	X	X	2	6
IT	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	10
CY	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	10
LV	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	9
LT	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	10
LU	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	10
HU	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	1	8
MT	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	8.5
NL	X			2	X			2		X					X	X	X	X	X	X	X	X	X	1.5	X	X	2	10
AT	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	10
PL	X		X	2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	1	9
PT		X		1	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	9
RO		X		1	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	8
SI	X			2	X			2		X					X	X	X	X	X	X	X	X	X	1.5	X	X	2	9.5
SK		X		1	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	9
FI	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	9
SE	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	10
UK	X			2	X			2		X					X	X	X	X	X	X	X	X	X	2	X	X	2	10
EU-28	21	5	2	1.75	28	0	0	2	1	15	9	0	3	1.46	28	24	24	26	28	27	18	28	27	1.93	24	26	1.79	8.93

\* Note: to calculate the indicator, the tasks of law drafting and reviewing legislation were combined into one task, \*\* to calculate the indicator, the tasks of policy analysis, monitoring, assessment of reforms; research and development; EU- and international affairs and information, publishing and training are not taken account. In PL, the highest responsibility for the promotion of gender equality is vested in the Government Plenipotentiary for Equal Treatment, and this position is considered to be equivalent to responsibility at the level of a cabinet minister. Source: data collected January – April 2013 (EIGE)

**Table 2: Minister responsible for gender equality and governmental body, 2012**

Member State	Minister responsible for gender equality		Governmental body	
	Title	Fields	Title	Description
BE	Deputy Prime Minister, Minister for Interior and Equal Opportunities	The minister is also in charge of the police and civil security, crisis management, foreign policy, registration and identification of individuals, managing institutional and regulatory aspects and the exercise of democratic rights.	Institute for the equality of women and men (Minister of Interior and Equal Opportunities)	It is the permanent governmental body responsible for gender equality since 2002. Its functions include: forming government policy, law drafting; reviewing legislation; promoting the implementation of government decisions; coordinating and/or developing gender mainstreaming processes and methodologies; policy analysis; monitoring and assessment of reforms; research and development; and information, publishing and training. The institute falls under the Minister's control when it comes to more administrative tasks but is autonomous when it comes to legal action or when it takes the initiative to advise the Minister and other public authorities. Website: <a href="http://igvm-iefh.belgium.be/fr/">http://igvm-iefh.belgium.be/fr/</a>
BG	Minister of Labour and Social Policy	Labour, Social policy, Employment, Social protection, Social inclusion.	Equal Opportunities, Anti-discrimination and Social Benefits Department (Policy for people with disabilities, Equal Opportunities and Social Benefits Directorate, Ministry of Labour and Social Policy)	In 2000 the Ministry of Labour and Social Policy (MLSP) was appointed as the institution responsible for developing, coordinating and implementing the state policy for gender equality. A Women and Men's Equal Opportunities Sector was created in MLSP at the beginning of 2004 and was developed and transformed over the years. Currently it is the 'Equal Opportunities, Anti-discrimination and Social Benefit' Department in 'Policy for people with disabilities, Equal Opportunities and Social Benefits' Directorate in the Ministry of Labour and Social Policy.
CZ	Minister of Labour and Social Affairs	Labour Market, Employment, Social Affairs, Social Protection	Department for Equal Opportunities for Women and Men (Ministry of Labour and Social Affairs)	There is also a National Council on Gender Equality within the Council of Ministers. It was established in 2001 and its mandate is to incorporate equal opportunities for women and men into legislation; to analyse the position of women and men; to collect data and to prepare proposals for the national action plans. It coordinates gender focal points and cooperation among departments, NGOs, the government and trade unions. It performs the role of secretariat of the Government Council for Equal Opportunities of Women and Men. Website: <a href="http://www.mpsv.cz/cs/12152">http://www.mpsv.cz/cs/12152</a>
DK	Minister for Gender Equality and Ecclesiastical Affairs	Ecclesiastical Affairs	Ministry of Gender Equality and Ecclesiastical Affairs	The permanent governmental body for gender equality is the Ministry of Gender Equality and Ecclesiastical Affairs established in 2000. It is concerned with forming policy; law drafting; coordinating and developing gender mainstreaming processes; policy analysis; monitoring and assessing reforms; EU and international affairs; and information, publishing and training. It also initiates different projects with a focus on gender and gender equality. Website: <a href="http://www.km.dk/">http://www.km.dk/</a>
DE	Federal Minister for Family Affairs, Senior Citizens, Women and Youth	Family Affairs, Senior Citizens, Youth	Federal Ministry for Family Affairs, Senior Citizens, Women and Youth	The permanent body was established in December 1972. Initially it was only one unit of the ministry, but from 1979 onwards the ministry had a special task force and since 1986 an entire department for gender equality policy. The governmental body for gender equality is situated at the highest level of the ministry. Its responsibilities are to prepare legislation, to develop programmes and initiatives on equal treatment of women and men in the labour market, family, society and politics, to reduce violence against women, to conduct research and to disseminate information and implementation in this field. It also supports women's NGOs and deals with the international institutions in this field. Website: <a href="http://www.bmfsfj.de/">http://www.bmfsfj.de/</a>



Member State	Minister responsible for gender equality		Governmental body		Description
	Title	Fields	Title		
EE	Minister of Social Affairs	Social policy (including children and family policy, social insurance, social protection and inclusion, social welfare), labour policy, health	Gender Equality Department (Ministry of Social Affairs)		The permanent body for dealing with gender equality issues was established in December 1996 as a Gender Equality Bureau of the Department of International Co-operation and European Integration. It was reorganised into the Gender Equality Department in December 2003. Since 2005, it performs the following functions: forming policy; law drafting; reviewing legislation; promoting the implementation of government decisions; coordinating and/or developing gender mainstreaming processes and methodologies; policy analysis; monitoring and assessment of reforms; research and development; international affairs; and information, publishing and training. Website: <a href="http://www.sm.ee/meie.html">http://www.sm.ee/meie.html</a>
IE	Minister of State for Disability, Older People, Equality and Mental Health	Disability, older people and mental health	Gender Equality Division (Department of Justice and Equality) under Minister of State for Disability, Older People, Equality and Mental Health		It was established around 1977, located in An Roinn Dlí agus Cirt agus Comhionannais (Department of Justice and Equality). It is at an intermediary level within the ministry. It has a broad remit including policy, coordination, analysis and monitoring, and has overall responsibility for the 'Equality for Women Measure' (2008-2013) which is administered by Pobal Ltd, a not-for-profit company with charitable status. Website: <a href="http://www.genderequality.ie/">http://www.genderequality.ie/</a>
EL	Minister of Interior	Population & social cohesion	General Secretariat for Gender Equality (lead by a Secretary General, in the Ministry of Interior)		Established in 1985, it is a governmental agency responsible for designing and monitoring the implementation of policies for gender equality in all sectors. It is supervised by the Ministry of Interior and headed by an under-secretary of state. It performs the following functions: forming government policy; law drafting and reviewing legislation; promoting the implementation of government decisions; coordinating and developing gender mainstreaming processes and methodologies; policy analysis; monitoring and assessing of reforms; research and development; EU and international affairs; and information, publishing and training (2012). Website: <a href="http://www.isotita.gr/en/">http://www.isotita.gr/en/</a>
ES	Minister of Health, Social Services and Equality	National health, healthcare and sanitary policies; consumer's protection; social inclusion and social cohesion; family, child-care, disability and dependant people policies; promoting the participation of young people in social, economic, political and cultural development; gender equality; non-discrimination and violence against women.	State Secretariat for Social Services and Equality (Ministry of Health, Social Services and Equality)		The State Secretariat of Social Services and Equality has a specific mandate on equality issues and has two bodies: the Office of Gender based Violence in charge of developing public policies on gender-based violence aimed to ensure the rights of female victims of gender-based violence, and the Directorate General of Equal Opportunities for enhancing equal treatment and opportunities between men and women, and the social and political participation of women.
FR	Minister of Women's Rights	Women's Rights and LGBT rights and the fight against homophobia, the government's spokesperson.	General Directorate for Social Cohesion (Direction générale de la cohésion sociale): Service for Women's Rights and Equality between women and men (Service des droits des femmes et de l'égalité entre les femmes et les hommes) (Ministry of Women's Rights)		The General Directorate for Social Cohesion was created in 2010 as part of the General reform of public policies. The pre-existing Service for Women's Rights and Equality between women and men (SDFE) was placed under the responsibility of the new directorate. The General Directorate for Social Cohesion promotes women's rights and gender equality at national, regional and departmental level. The SDFE is the governmental body for gender equality and in charge of forming government policy; law drafting; reviewing legislation; promoting the implementation of government decisions; coordinating and/or developing of gender mainstreaming processes and methodologies; policy analysis; monitoring and assessing reforms; EU and international affairs; and information, publishing and training. Website: <a href="http://femmes.gouv.fr/publications/synthese-dactualite-sur-les-droits-des-femmes-et-legalite/">http://femmes.gouv.fr/publications/synthese-dactualite-sur-les-droits-des-femmes-et-legalite/</a>

Member State	Minister responsible for gender equality		Governmental body	Description
	Title	Fields		
HR			The Government Office for Gender Equality	Established in 2004, it is a governmental body outside the ministry that serves as an advisory body to the government and to those that execute specific tasks. The mandate of the governmental gender equality body includes: forming government policy; reviewing legislation; promoting the implementation of government decisions; coordinating and/or developing gender mainstreaming processes and methodologies; policy analysis; monitoring and assessing reforms; research and development; EU and international affairs; and information, publishing and training. Other departments or ministries consult the governmental body for gender equality when making new policy plans and evaluating policies (in policy fields other than gender equality). Website: <a href="http://www.ured-ravnopravnost.hr/site/">http://www.ured-ravnopravnost.hr/site/</a>
IT	Minister for Labour and Social Policies	Social protection, employment	Department for Equal Opportunities (of the Presidency of the Council of Ministers under the vice-minister for Labour and Social Policies)	The department for Equal Opportunities was established in 1997. It is in charge of designing, coordinating and monitoring policies for the promotion of equal opportunities and anti-discrimination. It coordinates the planning, management and monitoring of all initiatives related to equal opportunities. Website: <a href="http://www.pariopportunita.gov.it/index.php/dipartimento/pubblicazioni/297-italiane">http://www.pariopportunita.gov.it/index.php/dipartimento/pubblicazioni/297-italiane</a>
CY	Minister of Justice and Public Order	Justice, public order (police, prisons, etc.)	National Machinery for Women's Rights (Minister of Justice and Public Order)	Established in 1994, it is situated at the highest level in the Ministry of Justice and Public Order. Its responsibilities are: forming government policy; law drafting (initiating law); reviewing legislation; promoting the implementation of government decisions; coordinating and/or developing gender mainstreaming processes & methodologies; policy analysis; monitoring & assessment of reforms; EU- & international affairs; information, publishing & training; and also support and subsidisation of women's organisations. Website: <a href="http://www.mjpo.gov.cy/mjpo/mjpo.nsf/All/1DD21BB8F29B6A5DC22579B40039F4CA">http://www.mjpo.gov.cy/mjpo/mjpo.nsf/All/1DD21BB8F29B6A5DC22579B40039F4CA</a>
LV	Minister of Welfare	Social inclusion, labour rights, labour safety, employment policy, social security	Department of Social Policy Planning and Development (Ministry of Welfare)	Since 1999 Ministry of Welfare has responsibility for gender equality policy. Since September 2012, gender equality issues have been delegated to the Social Policy Planning and Development Department. It develops propositions for gender equality policy and monitors and evaluates its implementation. Website: <a href="http://www.im.gov.lv/text/2339">http://www.im.gov.lv/text/2339</a>
LT	Minister of Social Security and Labour	Employment and labour, social insurance, social assistance, family affairs, youth and children	Division of Equality between women and men (Ministry of Social Security and Labour)	It is the national permanent body, situated at the highest level in the ministry. It was set up in 1997 and formerly known as the Gender Equality Division. Its mandate covers gender equality in the areas of employment and social security, the gender pay gap, decision-making, gender mainstreaming, institutional mechanisms, development of tools and methods, and relevant international and EU issues and obligations. It has overall responsibility for the implementation and monitoring of, and follow-up on, the National Programme on Equal Opportunities for Women and Men 2010-2014 and the related Plan. <a href="http://www.socmin.lt/index.php?2-1011907770">http://www.socmin.lt/index.php?2-1011907770</a>

Member State	Minister responsible for gender equality		Governmental body		Description
	Title	Fields	Title		
LU	Minister for Equal Opportunities	Minister is only in charge of gender equality.	Ministry for Equal Opportunities		It was established in 2005 (from 1995 to 2005 it was the Ministry for the Promotion of Women). The minister is in charge of the full range of tasks performed on a regular basis including: national and international policy formulation in favour of equality between women and men and non-discrimination between the sexes; gender impact studies for legislation, including a section on gender equality on the impact fiches for all projects; coordinating implementation of the National Action Plan for equality between women and men 2009–2014 (NAP Equality); political action in coordination with other government departments; committee for affirmative action in relationships with national, regional and international bodies working in the interest of women and gender equality. Website: <a href="http://www.mega.public.lu/">http://www.mega.public.lu/</a>
HU	Minister of Human Resources	Social protection, education, culture, healthcare, social inclusion	Department of Family Policy and Department of Equal Opportunity (Ministry of Human Resources)		The latter was established in 1996. Both are permanent bodies responsible for gender equality. Located at the intermediate level in the ministry. Its mandate includes: forming government policy; law drafting (initiating law); promoting the implementation of government decisions; coordinating and/or developing of gender mainstreaming processes and methodologies; EU and international affairs; information; publishing and training; and other tasks (maintenance of shelters). The governmental body is consulted by other departments or ministries for new policy plans and evaluations of policies (in policy fields other than gender equality). Website: <a href="http://www.kormany.hu/hu/emberi-eroforasok-miniszteriuma">http://www.kormany.hu/hu/emberi-eroforasok-miniszteriuma</a>
MT	Minister for Justice, Dialogue and the Family	Courts of justice, attorney general's office, data protection, freedom of information, social policy, family policy, child policy, social security, solidarity services, social housing	National Commission for the Promotion of Equality (Ministry for Justice, Dialogue and the Family)		Set up in 2004, it carries out independent functions and is also entrusted with overseeing the implementation of equality legislation, proposing new legislation to the Minister and liaising with government entities accordingly. It is the body that links together all components of the gender machinery. Its original mandate was to safeguard equality on the grounds of sex and family responsibilities in employment, vocational training and guidance and financial services. In 2007, this mandate was extended via Legal Notice 85/2007 (see A 2) to include non-discrimination based on race/ethnic origin in the access to and provision of goods and services. Another amendment to Chapter 456 in 2012 further extended its remit to include non-discrimination based on gender identity, sexual orientation, religion, age and race in employment. NCPE's remit also covers equality between men and women in the access to and supply of goods and services by virtue of the Access to Goods and Services and their Supply (Equal Treatment) Regulations (LN181/08). Website: <a href="http://gov.mt/mt/Government/Government%20Gazette/Tenders/Pages/Kummissjoni-Nazzjonali-g-%C4%A7all-Promo-zzjoni-tal-Ugwajjanza.aspx">http://gov.mt/mt/Government/Government%20Gazette/Tenders/Pages/Kummissjoni-Nazzjonali-g-%C4%A7all-Promo-zzjoni-tal-Ugwajjanza.aspx</a>

Member State	Minister responsible for gender equality		Governmental body	Description
	Title	Fields		
NL	Minister of Education, Culture and Science	Science, culture and education	Directorate for Emancipation (Ministry of Education, Culture and Science)	It was established in 1970 and is situated at an intermediate level in the Ministry of Education, Culture and Science since the cabinet change of 2007. Although one of its functions is still the coordination and/or development of gender mainstreaming processes and methodologies, in 2004 it lost its formal coordinating role and ability to intervene in policy areas within other ministries. It performs the following tasks: forming government policy; promoting the implementation of government decisions; policy analysis; monitoring and assessment of reforms; research and development; and dealing with EU and international affairs. Its mandate does not include drafting laws, reviewing legislation and information, or publishing and training. Website: <a href="http://www.rijksoverheid.nl/onderwerpen/vrouwemancipatie">http://www.rijksoverheid.nl/onderwerpen/vrouwemancipatie</a>
AT	Federal Minister for Women and Civil Service within the Austrian Federal Chancellery	Civil service	Division for Women and Gender Equality (Federal Ministry for Women and Civil Service within the Austrian Federal Chancellery)	Established in 1997, it performs the following functions: policy formulation; law drafting; reviewing legislation, promoting the implementation of government decisions, coordinating and/or developing of gender mainstreaming processes and methodologies; policy analysis and monitoring and assessment of reforms; research and development; international affairs; and information, publishing and training. Website: <a href="http://www.bka.gv.at/DocView.aspx?CobId=48394">http://www.bka.gv.at/DocView.aspx?CobId=48394</a>
PL			Government Plenipotentiary for Equal Treatment	It was established in 2008 and is an equal treatment body outside the ministerial structure. It aims at promoting equal treatment of all persons without discrimination based on gender or other grounds. Its mandate includes: forming government policy; law drafting (initiating law); reviewing legislation; promoting the implementation of government decisions; coordinating and/or developing gender mainstreaming processes and methodologies; policy analysis and monitoring and assessment of reforms; research and development; EU and international affairs; and information, publishing and training. Website: <a href="http://rownetraktowanie.gov.pl/">http://rownetraktowanie.gov.pl/</a>
PT	Minister for Parliamentary Affairs and Secretary of State for Parliamentary Affairs and Equality	Presidency of the Council of Ministers, youth, sport, local authorities, media, statistics, immigration and minorities, parliamentary affairs	Commission for Citizenship and Gender Equality (Ministry for Parliamentary Affairs and Secretary of State for Parliamentary Affairs and Equality)	From 1991 until 2007 the Commission for Equality and Women's Rights was the main governmental body for promoting gender equality. The Commission for Citizenship and Gender Equality (CIG) continues the work of this commission in the area of gender equality. Its mission is to ensure the implementation of public policies in this area, as well as in the area of citizenship. Since 2007 the CIG has a gender mainstreaming mandate, whereby it has to ensure the implementation of the IV National Plan for Equality — Gender, Citizenship and Non-Discrimination (2011–2013) and other thematic National Plans to promote gender equality. As a permanent body inserted in the governmental structures, the mandate and the functions of the CIG include: promoting the implementation of government decisions; coordinating and/or developing gender mainstreaming processes and methodologies; policy analysis, monitoring and assessment of reforms; research and development; EU and international affairs; information, publishing and training; certification of public, private and civil society organisations with added value on promoting gender equality; receiving complaints on GBV (ombudsperson function); and supporting NGOs that promote gender equality and women's rights. Website: <a href="http://www.cig.gov.pt/">http://www.cig.gov.pt/</a>

Member State	Minister responsible for gender equality		Governmental body		Description
	Title	Fields	Title		
RO	Minister of Labour, Family, Social Protection and the Elderly Persons	Labour, family, social protection and elderly persons.	Department on Equality between Women and Men (Ministry of Labour, Family, Social Protection and Elderly Persons)		In 2010 the Agency on Equal Opportunities between Women and Men (ANES) was closed and replaced by the Directorate of Equal Opportunities between women and men (DESFB), which is now the main body responsible for promoting gender equality. The mandate covers: forming government policy; law drafting (initiating law); reviewing legislation; promoting the implementing processes of government decisions; coordinating and/or developing gender mainstreaming processes and methodologies; policy analysis and monitoring and assessing reforms; research and development; EU and international affairs; and information, publishing and training. Website: <a href="http://www.mmuncii.ro/nou/index.php/ro/familie/egalitate-de-sanse-intre-femei-si-barbati/1004-prezentare-si-atributii">http://www.mmuncii.ro/nou/index.php/ro/familie/egalitate-de-sanse-intre-femei-si-barbati/1004-prezentare-si-atributii</a>
SI	Minister of Labour, Family and Social Affairs	Employment and labour relations social affairs family policy disability war invalids, war veterans and victims of war	Equal Opportunities and European Coordination Service (Ministry of Labour, Family and Social Affairs)		After the early elections in December 2011, the independent governmental body responsible for gender equality and the advancement of women — the Office for Equal Opportunities (est. 1992 as Women's Policy Office) was abolished and the area of work was shifted to the Ministry of Labour, Family and Social Affairs (MLFSA). Its mandate includes: forming government policy; law drafting (initiating law); reviewing legislation; coordinating and/or developing gender mainstreaming processes and methodologies; policy analysis and monitoring and assessing reforms; research and development; EU and international affairs; and information, publishing and training. Another task is the support and subsidisation of women's organisations. The promoting the implementation of governmental decisions is not one of its tasks. Website: <a href="http://www.mddsz.gov.si/si/delovna_podrocja/enake_moznosti_in_evropska_koordinacija/">http://www.mddsz.gov.si/si/delovna_podrocja/enake_moznosti_in_evropska_koordinacija/</a>
SK	Minister of Labour, Social Affairs and the Family	Labour and employment, social affairs, family policy	Department of Gender Equality and Equal Opportunities (Ministry of Labour, Social Affairs and the Family)		Set up in 1999, its mandate is to coordinate, design and implement the government's policy on gender equality and equal opportunities. In fulfilling its role, the department cooperates with all other bodies for gender equality, including the Slovak National Centre for Human Rights. The department collaborates with the Institute for Labour and Family Research (Inštitút pre výskum práce a rodiny) in the area of gender research and analysis, as well as gender mainstreaming and advancement of gender equality in the area of social and economic issues. It performs the following tasks on a regular basis: forming government policy; law drafting (initiating law); reviewing legislation; promoting the implementation of government decisions; coordinating and/or developing gender mainstreaming processes and methodologies; policy analysis, monitoring and assessing reforms; EU- and international affairs; and information, publishing and training. Website: <a href="http://www.nsr.rsk.sk/horizontalne-priority/rovmost-prilezitosti/">http://www.nsr.rsk.sk/horizontalne-priority/rovmost-prilezitosti/</a>



Member State	Minister responsible for gender equality		Governmental body		Description
	Title	Fields	Title		
FI	Minister of Culture and Sport	Culture, sport, youth, copyright, student financial aid	Gender Equality Unit (Ministry of Social Affairs and Health)		It was established in 2001 within the Ministry of Social Affairs and Health. It is situated at an intermediate level in the government hierarchy. In 2005 the governmental body was not involved in policy analysis and assessment of reforms, or in research and development (see D 5), while in 2012 it performed all functions: forming policy; law drafting; reviewing legislation; promoting the implementation of government decisions; coordinating and/or developing gender mainstreaming processes and methodologies; policy analysis; monitoring and assessing reforms; research and development; international affairs; and information, publishing and training. Website: <a href="http://www.minna.fi/web/guest;jsessionid=6DD50F075C2DF66838AE4E624CE5A153">http://www.minna.fi/web/guest;jsessionid=6DD50F075C2DF66838AE4E624CE5A153</a>
SE	Minister for Gender Equality (and Deputy Minister for Education)	Non-governmental organisations, youth policy, formal and liberal adult education, study financing, pre-school system	Gender Equality Division (Ministry of Education and Research)		The division, set up in 1982, is at the highest level in a ministry. It is responsible with the ministry for the coordination of gender equality policies and gender mainstreaming. It has not changed significantly, but it changed ministries in 2010. Its mandate covers forming policy; reviewing legislation; promoting the implementation of government decisions; coordinating and/or developing gender mainstreaming processes and methodologies; policy analysis; monitoring and assessing reforms; international affairs; and information, publishing and training. It participates regularly in formal consultation in policy development in all policy areas. Website: <a href="http://www.regeringen.se/sb/d/2593">http://www.regeringen.se/sb/d/2593</a>
UK	Secretary of State for Culture, Media and Sport and Minister for Women and Equalities	Culture, media and sport	Government Equalities Office (Ministry for Women and Equalities)		The Government Equalities Office (GEO) was established in 2007 as an independent department, replacing the Women and Equality Unit that had been set up in the 1970s. In 2012 the GEO moved to the Department of Culture, Media and Sport when the Secretary of State for Culture, Media and Sport became the new Minister for Women and Equalities. It is responsible for equality strategy and legislation across the government to act on the government's commitment to remove barriers to equality and leads on issues relating to women, sexual orientation and transgender equality. It is located at the highest level in the ministry and its mandate covers the full list of functions: forming government policy; law drafting (initiating law); reviewing legislation; coordinating and/or developing gender mainstreaming processes and methodologies; policy analysis; monitoring and assessing reforms; research and development; EU and international affairs; and information publishing and training. Website: <a href="https://www.gov.uk/government/organisations/government-equalities-office">https://www.gov.uk/government/organisations/government-equalities-office</a>

Source: data collected January – April 2013 (EIGE)

**Table 3: Equality/anti-discrimination body, 2012**

Member State	Ground of		Title	Description	Link
	Sex	Several			
BE	X		Institute for the equality of women and men	The Institute for the equality of women and men is the permanent governmental body responsible for gender equality since 2002. The Institute falls under the minister's control when it comes to more administrative tasks but is autonomous when it comes to legal action, or when it takes the initiative to advise the minister and other public authorities. The mission of the Institute is to guarantee and promote the equality of women and men and to fight against any form of discrimination and inequality based on gender in all aspects of life through the development and implementation of an adequate legal framework and appropriate structures, strategies, instruments and actions.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_EWM_BE.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_EWM_BE.pdf</a> ; <a href="http://igvm-iefh.belgium.be/">http://igvm-iefh.belgium.be/</a>
BG		X	Commission for Protection against Discrimination	There have been no changes in the existence of the body since 2005. The Commission for Protection against Discrimination (CPD) is an independent specialised public body for prevention and protection against discrimination in the Republic of Bulgaria. It was established in 2005 in compliance with the Protection against Discrimination Act transposing the European Union antidiscrimination Directives. CPD functions in compliance with the Paris Principles and Recommendation No 2 of ECRI. The Commission has a broad mandate, providing protection on 19 grounds listed in Article 4 of the Protection against Discrimination Act and has preventive and awareness-raising functions on equality and tolerance issues. CPD issues legally binding decisions and imposes compulsory administrative measures — mandatory instructions for termination and prevention of discrimination or for restoration of the initial situation. CPD also monitors their implementation. It works on discrimination and equal opportunities.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_CPD_BG.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_CPD_BG.pdf</a> ; <a href="http://www.kzd-nondiscrimination.com">www.kzd-nondiscrimination.com</a>
CZ		X	Public Defender of Rights (Ombudsman)	The Public Defender of Rights (Ombudsman), an independent body that came into being in 1999, became a body for the protection of equal treatment of women and men by the Anti-discrimination Act (2009). Its main task is to defend good governance principles. In 2006 new competence was added: the NPM mechanism. Since 2009 the Public Defender of Rights is a universal Czech equality body. The body works for the equal treatment of all persons regardless of their race or ethnic origin, nationality, sex, sexual orientation, age, disability, religion, belief or opinions.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_PDR_CZ_CONTACT.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_PDR_CZ_CONTACT.pdf</a> ; <a href="http://www.ochrance.cz">www.ochrance.cz</a>
DK		X	The Danish Institute for Human Rights (DIHR)	The Institute is an independent national human rights institution (NHRI), modelled in accordance with the UN Paris Principles, and a national equality body. The institute is part of the Danish Centre for International Studies and Human Rights (DCISM), which also includes a sister institute, the Danish Institute for International Studies (DIIS). Since 2002, DIHR has carried the mandate as the national equal treatment body in accordance with the Danish law on equal treatment within the areas of race and ethnicity and since 2011 within the area of gender. Works on equal treatment of women and men without discrimination on the basis of gender.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_DIHR_DK.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_DIHR_DK.pdf</a> ; <a href="http://www.humanrights.dk">www.humanrights.dk</a>
DE		X	Federal Anti-Discrimination Agency	It was established in 2006, after the General Equal Treatment Act (AGG) entered into force. The Federal Anti-Discrimination Agency (Antidiskriminierungsstelle des Bundes, ADS) takes on and independently carries out the following tasks, insofar as no parliamentary commissioner of the Bundestag or federal government commissioner is competent in the matter: publicity work, measures to prevent discrimination, initial legal advice for aggrieved parties, and academic studies into discrimination. It works on discrimination on grounds of racism or ethnic origin, gender, religion or belief, and on grounds of disability, age or sexual orientation.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_FADA_DE.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_FADA_DE.pdf</a> ; <a href="http://www.antidiskriminierungsstelle.de">www.antidiskriminierungsstelle.de</a> ; <a href="http://www.federal-anti-discrimination-agency.com">www.federal-anti-discrimination-agency.com</a>
EE		X	Gender Equality and Equal Treatment Commissioner	The first Gender Equality Commissioner was appointed at the beginning of October 2005. From 1 January 2009, after the Equal Treatment Act entered into force, the Gender Equality Commissioner became the Gender Equality and Equal Treatment Commissioner. The Gender Equality and Equal Treatment Commissioner is an independent and impartial expert that acts independently, monitors compliance with the requirements of the Gender Equality Act and performs other functions imposed by law. It works on discrimination and the situation of men and women in society.	<a href="http://www.svw.ee/">http://www.svw.ee/</a> ; <a href="http://www.equineteurope.org/Gender-Equality-and-Equal">http://www.equineteurope.org/Gender-Equality-and-Equal</a>

Member State	Ground of		Title	Description	Link
	Sex	Several			
IE		X	The Equality Authority	An tUdaras Comhionannais (Equality Authority) was established in 1999. The Equality Authority works to promote equal opportunities and to eliminate discrimination in relation to employment, the provision of goods and services, of accommodation and by educational establishments on nine grounds: gender, family status, civil status (that is, marital or civil partnership), age, sexual orientation, race, disability, religion and membership in the Traveller community.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_EA_IE.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_EA_IE.pdf</a> ; <a href="http://www.equality.ie">www.equality.ie</a>
EL		X	The Greek Ombudsman	The Greek Ombudsman is an independent authority established by the Greek Constitution, Article 101A. In May 2008, a new circle of activities was established, the Circle for Gender Equality. The Circle for Gender Equality is part of the Greek Ombudsman. The mission of the Greek Ombudsman is to mediate between the public administration and private individuals, in order to protect the latter's rights, to ensure the former's compliance with the rule of law, and to combat maladministration.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_GO_GR-2.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_GO_GR-2.pdf</a> ; <a href="http://www.synigoros.gr">www.synigoros.gr</a>
ES	X		Institute for Women	The Women's Institute, created in 1983, is an autonomous body in charge of both promoting gender equality and protecting women's rights. Currently it is ascribed to the Directorate General of Equal Opportunities. It includes two observatories: Observatory for Equal Opportunities between men and women, which studies and assesses gender gaps in socio-economic life and proposes policies to improve women's situation, and the Observatory of Women's Image, which was created in 1994 to promote a sound, non-stereotyped image of women.	
FR		X	Defender of Rights	The Defender of Rights is an independent administrative entity whose legal authority has been inscribed in the Constitution since July 23rd 2008. It was established by the organic law passed on March 29th 2011. This newly-created institution is the successor of four previous entities: the Mediator of the Republic, the Defender of Children, the High Authority in the fight against Discrimination and for Equality (HALDE), and the National Commission on Security Ethics (CNDS). It works on gender, race and ethnic origin, age, disability, sexual orientation, religion and belief and other.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_DR_FR.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_DR_FR.pdf</a> ; <a href="http://www.defenseurdes-droits.fr">www.defenseurdes-droits.fr</a>
HR	X		Ombudsman for Gender Equality	In 2003, an independent body (Ombudsman for Gender Equality) was established; since 2008 its extended mandate includes combating discrimination in the field of gender equality. In 2008, the Anti-Discrimination Act (9 July 2008) established additional grounds for the realisation of equal opportunities, and since then the central independent body monitoring the implementation of equal opportunities has become the People's Ombudsman, though special ombudsman offices, including the independent body for gender equality, also exist. As a National Equality Body the Ombudsman/woman is responsible for promoting equality and reporting to the Parliament on the basis of 17 grounds (Anti-discrimination Act) and for handling complaints on the basis of all of these grounds, except gender, gender identity and expression and sexual orientation (Ombudsman/woman for gender equality), disability (Ombudsman/woman for persons with disabilities) and discrimination complaints which concern children (Ombudsman/woman for children).	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_OO_HR.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_OO_HR.pdf</a> ; <a href="http://www.ombudsman.hr">www.ombudsman.hr</a>
IT				Italy has not designated an independent body for equal treatment in accordance with Directive 2002/73/EC. All tasks such as the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on grounds of sex are performed by the Department for Equal Opportunities	
CY		X	Equality Authority under the office of the Commissioner for Administration (Ombudsman)	The Commissioner for Administration and Human Rights is the Ombudsman of the Republic of Cyprus, whose mandate has been extended in May 2004 to include the responsibilities of a National Equality Body (NEB). Two departments operate within the body: The Equality Authority — dealing with discrimination in the field of employment and occupation, and gender issues in all fields — and The Anti-discrimination Body — dealing with all other grounds except gender and in all fields except employment/occupation.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_OCA_CY.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_OCA_CY.pdf</a> ; <a href="http://www.no-discrimination.gov.cy">www.no-discrimination.gov.cy</a>



Member State	Ground of		Title	Description	Link
	Sex	Several			
LV		X	Office of Ombudsman	The Office of the Ombudsman of the Republic of Latvia is an independent institution. The Ombudsman of the Republic of Latvia is an official elected by the Parliament whose main tasks are encouraging the protection of human rights and promoting a legal and expedient state authority which observes the principle of good administration. The Ombudsman is independent in its actions and is governed only by law. It works on person's rights, equal rights and protection from discrimination. In 2004 a department of discrimination prevention was created: the 'National Human Rights Office' (NHRO), which was relocated into the Ombudsman's office in 2006.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_OO_LTV.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_OO_LTV.pdf</a> ; <a href="http://www.tiesibsargs.lv">www.tiesibsargs.lv</a>
LT		X	Office of the Equal Opportunities Ombuds-person	The Office of the Equal Opportunities Ombuds-person (OEEO) is an independent state institution established on 25 May 1999 by the Parliament of the Republic of Lithuania (Seimas). The Office of the Equal Opportunities Ombuds-person monitors the implementation of the Law of the Republic of Lithuania on Equal Opportunities of Women and Men and the Law of the Republic of Lithuania on Equal Treatment.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_OEEO_LIT.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_OEEO_LIT.pdf</a> ; <a href="http://www.lygybe.lt/en/titulinis_10_25.html">http://www.lygybe.lt/en/titulinis_10_25.html</a>
LU		X	Centre for Equal Treatment	The Centre for Equal Treatment (CET) carries out its missions independently, and its purpose is to promote, analyse and monitor equal treatment between all persons without discrimination on the basis of race or ethnic origin, sex, sexual orientation, religion or beliefs, handicap or age. It has been created by the Law on Equal Treatment on 28 November 2006 (Loi du 28 novembre 2006: Égalité de Traitement).	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_CET_LU.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_CET_LU.pdf</a> ; <a href="http://www.cet.lu">www.cet.lu</a>
HU		X	Equal Treatment Authority	The Equal Treatment Authority started to operate in 2005. It was established by the Act on Equal Treatment adopted in 2003. The Hungarian Equal Treatment Authority is an independent administrative body which safeguards the values embraced by the so called equality directives, it is the equality body which was set up pursuant to the equality directives. As of its inception, it has heavily relied on its broad statutory powers conferred upon it to fight discrimination.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_ET_A_HU-2.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_ET_A_HU-2.pdf</a> ; <a href="http://www.egyenlobanasmod.hu">www.egyenlobanasmod.hu</a>
MT		X	National Commission for the Promotion of Equality (NCPE)	At the moment, the National Commission for the Promotion of Equality falls under the aegis of the Ministry for Justice, Dialogue and the Family, but it was set up in 2004 under the Ministry of Social Policy. Its original mandate was to safeguard equality on grounds of sex and family responsibilities in employment, vocational training and guidance and financial services. In 2007 this mandate was extended via Legal Notice 85/2007 to include non-discrimination based on race/ethnic origin in the access to and provision of goods and services. In 2008, the mandate was further extended through Legal Notice 181/2008 to include the ground of sex in the access to and provision of goods and services. A 2009 amendment to the 2003 Equality Act (CAP 456) defines NCPE as functioning independently when acting as an equality body, and also maintaining a range of functions (as listed in sub-article 12 of the Act). In order to have a society which champions equality, NCPE works towards the elimination of discrimination on the grounds of gender and family responsibilities, sexual orientation, age, religion or belief, race/ethnic origin and gender identity by raising awareness, monitoring national laws and EU Directives; implementing policies, networking with different stakeholders, investigating complaints and providing assistance to the general public.	<a href="http://www.equineteurope.org/National-Commission-for-the-equality@gov.mt">http://www.equineteurope.org/National-Commission-for-the-equality@gov.mt</a>
NL		X	The Netherlands Institute for Human Rights	The Netherlands Institute for Human Rights was established in 2012 to protect human rights, including the right to equal treatment, increase awareness of these rights, and promote their observance. The Commission for Equal Treatment, a formerly independent equality body, was incorporated into this institute. It has a legal basis in Dutch law and is an independent body. Its task is to monitor human rights in the Netherlands.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_NIHR_NL.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_NIHR_NL.pdf</a> ; <a href="http://www.mensenrechten.nl">http://www.mensenrechten.nl</a>

Member State	Ground of		Title	Description	Link
	Sex	Several			
AT		X	Equal Treatment Commission (private sector) / Federal Equal Treatment Commission (Public sector)	There are two independent bodies for the promotion of equal treatment of all people without discrimination on several grounds, one of which is sex: the Equal Treatment Commission, for the private sector, as stated in § 8 Federal Act on the Equal Treatment Commission and the Ombuds Office for Equal Treatment (Federal Law Gazette No. 108/1979 as amended in Federal Law Gazette I No. 7/2011), and the Federal Equal Treatment Commission, for the public sector, as stated in § 23 Federal Equal Treatment Act (Federal Law Gazette No. 100/1993 as amended in Federal Law Gazette I No. 6/2011). The Equal Treatment Commission works on equal treatment of women and men in employment and occupation and equal treatment irrespective of ethnic origin, religion or belief, age or sexual orientation in employment and occupation (Senat I); equal treatment in employment and occupation irrespective of ethnic origin, religion or belief, age or sexual orientation (anti-discrimination) (Senat II); and equal treatment irrespective of ethnic origin in other areas (Senat III). The Federal Equal Treatment Commission (FETC) has been set up at the Federal Chancellery under the supervision of the Federal Minister of Women and Civil Service within the Austria Federal Chancellery. It is a federal administrative entity in its own right, which can be appealed to in cases of discrimination under work contracts of federal personnel. It works with equal treatment of women and men (Senate I) and equal treatment irrespective of ethnic origin, religion or belief, age or sexual orientation (Senate II).	<a href="http://www.bka.gv.at/site/6814/default.aspx">http://www.bka.gv.at/site/6814/default.aspx</a> ; <a href="http://www.bka.gv.at/site/6813/default.aspx">http://www.bka.gv.at/site/6813/default.aspx</a>
PL		X	Human Rights Defender (Ombudsman)	The Human Rights Defender is the constitutional authority for legal control and protection. In his/her activities, the Defender is self-sufficient and independent from other state authorities and shall safeguard the freedoms and rights of persons and citizens specified in the Constitution of the Republic of Poland and other normative acts, including safeguarding the implementation of the principle of equal treatment.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_HRD_PL.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_HRD_PL.pdf</a> ; <a href="http://www.rpo.gov.pl">www.rpo.gov.pl</a>
PT	X	X	Commission for Equality in Labour and Employment	The Commission for Equality in Labour and Employment — CITE (Comissão para a Igualdade no Trabalho e no Emprego) was created in 1979 as an independent tripartite body. Its scope is limited to promoting gender equality in the labour market and in the workplace. It operates under the direction of Ministry of Economy and Employment in combination with the Secretary of State. The objective of the Commission for Equality in Labour and Employment (CITE) is to pursue equality and non-discrimination between women and men in labour, employment and vocational training; the protection of parentality (maternity, paternity and adoption); and the reconciliation of professional, personal and family life.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_CITE_PT.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_CITE_PT.pdf</a> ; <a href="http://www.cite.gov.pt">www.cite.gov.pt</a>
RO		X	National Council for Combating Discrimination	The National Council for Combating Discrimination (NCCD) was set up in 2003 and falls under the ambit of the parliament. It is the autonomous state authority, under parliamentary control, which performs its activity in the field of discrimination.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_CNCD_RO.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_CNCD_RO.pdf</a> ; <a href="http://www.cncd.org.ro">www.cncd.org.ro</a>
SI		X	Advocate of the Principle of Equality	The Ministry of Labour, Family and Social Affairs is a policymaking & administrative body with tasks also in the area of gender mainstreaming and coordination of antidiscrimination policies. The Advocate of the Principle of Equality (the Advocate) is a special post within the ministry designed to prevent and eliminate discrimination predominately by hearing cases & offering assistance to victims of discrimination. Until 2007 there was a separate Advocate of Equal Opportunities for Women and Men (established in 2002 under the Equal Opportunities for Women and Men Act), responsible only for protection against discrimination based on sex/gender. With amendments of the Implementation of the Principle of Equal Treatment Act in 2007, the Advocate of Equal Opportunities for Women and Men was in a way taken over by the Advocate of the Principle of Equality (all grounds of discrimination, including sex).	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_Advocate_of_the_Principle_of_Equality_REVISED_.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_Advocate_of_the_Principle_of_Equality_REVISED_.pdf</a> ; <a href="http://www.zagovornik.net">www.zagovornik.net</a> ; <a href="http://www.mddsz.gov.si">www.mddsz.gov.si</a>

Member State	Ground of		Title	Description	Link
	Sex	Several			
SK		X	Slovak national Centre for Human Rights	The Slovak National Centre for Human Rights (SNSLP) (Slovenské národné stredisko pre ľudské práva) was set up under Act No. 308/1993 on the establishment of the Slovak National Centre, which came into force on 1 January 1994. The Centre is regarded as a specialised national body entrusted to promote equal treatment and combat all forms of discrimination according to the Anti-discrimination Act No. 365/2004, which came into force on 1 July 2004, and fulfils its role in the field of fundamental rights and freedoms, including the rights of children.	<a href="http://www.equineteurope.org/IMG/pdf/profile_snschr_sk.pdf">http://www.equineteurope.org/IMG/pdf/profile_snschr_sk.pdf</a> ; <a href="http://www.snslp.sk">www.snslp.sk</a>
FI	X		The Ombudsman for Equality	An administrative reform of the national equality mechanisms supporting gender equality took place in 2001. Three entities were formed: the Gender Equality Unit, the Ombudsman for Equality and the Council for Gender Equality. The reform divided the area into three entities: preparing legislation and the government's gender equality policy, supervision and monitoring of the Act on Equality, and promotion of the implementation of gender equality. The Ombudsman for Equality is an independent authority whose main duty is to supervise compliance with the Act on Equality between Women and Men. The Ombudsman has powers on matters related to gender and gender minorities (trans and intersex people). The powers of the Ombudsman consist of both combating discrimination and promoting equality. The Ombudsman carries out her tasks primarily by providing guidance and advice.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_OE_FIN-2.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_OE_FIN-2.pdf</a> ; <a href="http://www.tasa-arvo.fi">www.tasa-arvo.fi</a>
SE		X	Equality Ombudsman	The Equality Ombudsman is an independent government agency established on 1 January 2009. The Ombudsman's tasks include the supervision of compliance with the Discrimination Act and the promotion of equal rights and opportunities regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_EO_SW.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_EO_SW.pdf</a> ; <a href="http://www.do.se">www.do.se</a>
UK		X	Equality and Human Rights Commission	The Equality and Human Rights Commission (EHRC) is an independent statutory body established in 2007. It has a statutory remit to promote and monitor human rights; and to protect, enforce and promote equality across the nine 'protected' grounds — age, disability, gender, race, religion and belief, pregnancy and maternity, marriage and civil partnership, sexual orientation and gender reassignment.	<a href="http://www.equineteurope.org/IMG/pdf/PROFILE_EHRC_UK.pdf">http://www.equineteurope.org/IMG/pdf/PROFILE_EHRC_UK.pdf</a> ; <a href="http://www.equality-humanrights.com">www.equality-humanrights.com</a>

Source: data collected January – April 2013 (EIGE); UNECE State reports: information from the reports all Member States provided in 2009, for the Beijing + 15 Review [http://www.unece.org/gender/National\\_Reports.html](http://www.unece.org/gender/National_Reports.html); Equinet database <http://www.equineteurope.org/-/Member-organisations->

Table 4: National/federal action plans on gender equality

Member State	Years	Title and source	Main domains
BE	2012–2014	Federal Action Plan for Gender Mainstreaming <i>Plan fédéral de gender mainstreaming</i> <a href="http://igvm-liefh.belgium.be/fr/binaries/CP%20Gendermainstreaming%2006.07_tcm337-187196.pdf">http://igvm-liefh.belgium.be/fr/binaries/CP%20Gendermainstreaming%2006.07_tcm337-187196.pdf</a>	Each minister will integrate the gender perspective into two policy lines they intend to execute during their period of office. The ministers also committed to supervise the correct application of the 'law on gender mainstreaming' within the administrations under their tutelage. After two years, a report will be delivered to the parliament regarding the effectiveness of the implementation of gender mainstreaming.
BG	2005	First National Action Plan for Promoting Equality between Women and Men <i>Национален план за действие за насърчаване на равнопоставеността на жените и мъжете за 2005 г.</i> <a href="http://sgdatabase.unwomen.org/searchDetail.action?measureid=7602&amp;baseHREF=country&amp;baseHREFid=276">http://sgdatabase.unwomen.org/searchDetail.action?measureid=7602&amp;baseHREF=country&amp;baseHREFid=276</a>	It represents an instrument for the implementation of state policy on gender equality in all aspects of social, economic and political life. The National Action Plan contains measures for the eradication of domestic violence and the establishment of an integrated system of support for the victims of domestic violence.
	2006	National Action Plan for the Promotion of Gender Equality <i>Национален план за действие за насърчаване на равнопоставеността на жените и мъжете за 2006 г.</i> <a href="http://www.misp.government.bg/equal/bglaw.asp?PageIndex=2">http://www.misp.government.bg/equal/bglaw.asp?PageIndex=2</a>	State policy for the promotion of gender equality; strengthening institutional mechanisms; capacity building; economy (addressing entrepreneurship, labour market, gender pay gap, reconciliation measures); education; healthcare; domestic violence; trafficking.
	2008–2009	National Action Plan for the Promotion of Gender Equality <i>Национален план за действие за насърчаване на равнопоставеността на жените и мъжете за 2008 — 2009 г.</i> <a href="http://www.misp.government.bg/equal/bglaw.asp?PageIndex=2">http://www.misp.government.bg/equal/bglaw.asp?PageIndex=2</a>	Planning, decision-making and assessment bound by the principle of equality.
	2009–2015	National Strategy for Promotion of Gender Equality for the period 2009–2015 <i>Национална стратегия за насърчаване на равнопоставеността на половете за периода 2009–2015 г.</i> <a href="http://sgdatabase.unwomen.org/uploads/National%20Strategy%20for%20Promotion%20of%20Gender%20Equality%202009-2015.pdf">http://sgdatabase.unwomen.org/uploads/National%20Strategy%20for%20Promotion%20of%20Gender%20Equality%202009-2015.pdf</a>	State policy to promote equality between women and men; equal economic independence; better balance between work and family life; promoting equal participation of women and men in decision-making; dignity, respect for personality and preventing gender-based violence; elimination of stereotypes based on sex and multiple discrimination; promoting and implementing best practices in the field of equality between women and men at the national level. Special focus on promoting equal participation of women and men in decision-making and on domestic violence.
CZ	2005–2013	Annual Action Plans to Promote Gender Equality <i>Priorit a postupů vlády při prosazování rovných příležitostí žen a mužů</i> <a href="http://www.mpsv.cz/cs/12352">http://www.mpsv.cz/cs/12352</a> <a href="http://www.mpsv.cz/files/clanky/12393/Priority_2010_Eng.pdf">http://www.mpsv.cz/files/clanky/12393/Priority_2010_Eng.pdf</a>	The strategic priorities of EU and other international agreements, such as employment, equal pay for women and men, economic independence of women, increasing the participation of women in politics, education, gender budgeting, and fighting against gender-based violence. Areas of concern: statistics, transport, finance, culture, defence, training, regional development, industry and trade, labour affairs, education, health, agriculture, foreign affairs, and environment and human rights.

Member State	Years	Title and source	Main domains	
DK	2005	National Action Plan on Gender Equality 2005 <a href="http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/Lige_PH_plan_05.pdf">http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/Lige_PH_plan_05.pdf</a>	Generating changes in gender roles among ethnic minorities, combating violence against women and human trafficking.	
	2006	National Action Plan on Gender Equality 2006 <a href="http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/Lige_PH_plan_2006.pdf">http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/Lige_PH_plan_2006.pdf</a>	Gender equality as a competitive parameter, discussing gender roles, combating violence and exploitation, diversity within the labour market.	
	2007	National Action Plan on Gender Equality 2007 <a href="http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/HP_2007_01.pdf">http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/HP_2007_01.pdf</a>	Securing the right to express free will, celebrating diversity and eliminating violence and human trafficking, developing an e-learning tool for gender mainstreaming.	
	2008	National Action Plan on Gender Equality 2008 <a href="http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/lige_phplan2008.pdf">http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/lige_phplan2008.pdf</a>	Fighting gender stereotypes; enhancing gender equality among ethnic minorities; enhancing the number of women within local elections.	
	2009	National Action Plan on Gender Equality 2009 <a href="http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/lige_PHplan_09_net.pdf">http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/lige_PHplan_09_net.pdf</a>	Labour market participation; gender pay gaps; reconciliation; number of men taking parental leave; women participation in decision-making.	
	2010	National Action Plan on Gender Equality 2010 <a href="http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/phplan_ligestilling_2010.pdf">http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/phplan_ligestilling_2010.pdf</a>	Free choice in education; increased diversity within science and higher education and within management and boards of directors; ensuring the same possibilities for all; combating violence in intimate relationships.	
	2011	National Action Plan on Gender Equality 2011 <a href="http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/PH_2011.pdf">http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/PH_2011.pdf</a>	Combating violence in intimate relationships and the trafficking of women; increasing the number of women in decision-making; promoting gender equality within the public sector.	
	2012	National Action Plan on Gender Equality 2012 <a href="http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/Oversaettelse_af_PH_eng_2012.pdf">http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/Oversaettelse_af_PH_eng_2012.pdf</a>	Combating violence in intimate relationships; trafficking; increasing the number of women in decision-making; gender mainstreaming; gender stereotypes in education; parental leave; equal pay and career opportunities.	
	2013	National Action Plan on Gender Equality 2013 <a href="http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/Eng_Perspective_and_Action_Plan_2013.pdf">http://miliki.dk/fileadmin/ligestilling/PDF/PHplan/Eng_Perspective_and_Action_Plan_2013.pdf</a>	In the year to come, the government will centre its gender equality efforts on four overall priority areas: theme-based efforts; gender equality assessment in the public sector; gender equality as a fundamental right; gender equality in an international perspective.	
	DE	2011	New ways — Equal Opportunities. Equality Between Women and Men in the Life Course <i>Neue Wege – Gleiche Chancen. Gleichstellung von Frauen und Männern im Lebensverlauf</i> <a href="http://www.bmfsfj.de/BMFSFJ/Service/publikationen,did=174358.html">http://www.bmfsfj.de/BMFSFJ/Service/publikationen,did=174358.html</a>	First report on gender equality. Analysis of the current state and the future prospects of effective gender equality policy, based on a life course perspective. Areas: equality policy in the life course perspective; roles and rights; education; working life; time use; age and accounting of the life course.

Member State	Years	Title and source	Main domains
EE	2008–2010	Promoting Gender Equality (Estonian European Special Fund) <i>ESF programm 'Soolise võrdõiguskuse edendamise 2008–2010'</i> <a href="http://www.sm.ee/tegevus/sooline-vordoiguslikkus/soolise-vordoi-guslikkuse-edendamise-programm-2008-2010.html">http://www.sm.ee/tegevus/sooline-vordoiguslikkus/soolise-vordoi-guslikkuse-edendamise-programm-2008-2010.html</a>	Promoting gender equality in working life; legal awareness; gender stereotypes; gender pay gap; gender equality in organisations, active fatherhood and work-life balance.
	2011–2013	Promoting Gender Equality (Estonian European Special Fund) <i>ESF programm 'Soolise võrdõiguskuse edendamise 2008–2010'</i> <a href="http://www.sm.ee/tegevus/sooline-vordoiguslikkus/soolise-vordoi-guslikkuse-edendamise-programm-2011-2013.html">http://www.sm.ee/tegevus/sooline-vordoiguslikkus/soolise-vordoi-guslikkuse-edendamise-programm-2011-2013.html</a>	Promoting gender equality in working life; legal awareness; gender stereotypes; gender pay gap; gender equality in organisations, active fatherhood and work-life balance.
	2012–2015	Action Plan for Reducing Gender Pay Gap (approved by the government of the republic) 2012–2015 <a href="http://www.sm.ee/fileadmin/meedia/Dokumentid/Sooline_vordoi-guslikkus/Kabinet_memorandum_04_07_12doc.pdf">http://www.sm.ee/fileadmin/meedia/Dokumentid/Sooline_vordoi-guslikkus/Kabinet_memorandum_04_07_12doc.pdf</a>	
IE	2007–2016	National Women's Strategy <a href="http://www.justice.ie/en/JELR/NWS2007-2016en.pdf">http://www.justice.ie/en/JELR/NWS2007-2016en.pdf</a> /Files/NWS2007-2016en.pdf	Twenty objectives and over 200 actions within three key themes: equalising socio-economic opportunities for women, ensuring the well-being of women and engaging women as equal and active citizens.
EL	2004–2008	National Policy Priorities and Axes for Action on Gender Equality <a href="http://www.ceclgr/jordan/Documentation/GGI_2004_%202008.pdf">http://www.ceclgr/jordan/Documentation/GGI_2004_%202008.pdf</a>	It links gender equality issues to the national priorities. Axes: labour market, stereotypical perceptions and education, preventing and combating violence against women, enhancing women's participation in decision-making, and gender mainstreaming.
	2010–2013	National Programme for Substantive Gender Equality <a href="http://www.isotita.gr/en/var/uploads/HOME_%20PAGE/NATIONAL_PROGRAMME_GENDER_EQUALITY_2010_2013.pdf">http://www.isotita.gr/en/var/uploads/HOME_%20PAGE/NATIONAL_PROGRAMME_GENDER_EQUALITY_2010_2013.pdf</a>	Three pillars: improving, strengthening and enforcing Greek legislation, and specific policies for gender equality and gender mainstreaming. Areas: protection on human rights (emphasis on multiple discrimination); preventing and combating violence against women in family/private life, at work and in society; women's employment and economic autonomy; the promotion of women in decision-making; and combating gender stereotypes.
ES	2005	Plan for Gender Equality in the General State Administration	
	2008–2011	Strategic Plan 2008—for Equal Opportunities <i>Plan estratégico de igualdad de oportunidades</i> <a href="http://www.empleo.gob.es/es/igualdad/Documentos/Plan_estrategico_final.pdf">http://www.empleo.gob.es/es/igualdad/Documentos/Plan_estrategico_final.pdf</a>	Key tool to ensure due cooperation among the different levels of government (central, regional and local), and the social organisations and partners. It was inspired by two basic principles: non-discrimination and equality. It was elaborated on four governing principles: redefining citizenship; empowerment; gender mainstreaming and scientific and technical innovation as forces for social change. Its 12 key lines of action were: political and social participation; economic participation; co-responsibility; education; innovation; knowledge; health; image; diversity and social inclusion; violence; policies for foreign and developmental cooperation; and the guarantee of the right to equality. A new strategic plan is currently being drafted.

Member State	Years	Title and source	Main domains
ES	2011	First Plan of Equality between Women and Men in the General Administration of the State and its Public Bodies <i>Plan de Igualdad entre mujeres y hombres en la Administración General del Estado y en sus Organismos Públicos vinculados a ella</i> <a href="http://www.empleogob.es/es/igualdad/Documentos/plan-igualdad.pdf">http://www.empleogob.es/es/igualdad/Documentos/plan-igualdad.pdf</a>	Access to public employment; professional career; education and training; reconciliation; equal remuneration; and functional and organisational structures.
FR	2004–...	Action plan 'The Charter for Gender Equality' <i>La Chart de l'égalité</i> <a href="http://travail-emploi.gouv.fr/IMG/pdf/charte_egalite.pdf">http://travail-emploi.gouv.fr/IMG/pdf/charte_egalite.pdf</a>	Political and social gender balance (parity) for a more equal share of women and men's responsibilities; equality in paid work in order to strengthen women's contribution to economic development as well as to reducing both inequality and discrimination in the labour market; equality regarding rights, dignity, and in the exercise of citizenship; work-life balance for improving the sharing of the social roles performed by women and men; European and international solidarity, combined with France's action towards fundamental rights and gender equality in the world.
	2012–...	Action plan 'A Third Generation of Women's Rights: towards a Society with Effective Equality' <i>Une troisième génération des droits des femmes: vers une société de l'égalité réelle</i> <a href="http://femmes.gouv.fr/wp-content/uploads/2012/11/CI-DDF-RELEVE-V7.pdf">http://femmes.gouv.fr/wp-content/uploads/2012/11/CI-DDF-RELEVE-V7.pdf</a>	Six axes: combating gender inequalities since childhood, removing the obstacles to equality in employment, women's health, violence against women, gender mainstreaming, and women's rights at the international level.
HR	2011–2015	National Policy for Gender Equality for the period 2011–2015 <a href="http://www.ured-ravnopravnost.hr/site/images/pdf/kb_%20strategija_%20za_%20ravnopravnost_%20spolova_%20knjizica_%20eng.pdf">http://www.ured-ravnopravnost.hr/site/images/pdf/kb_%20strategija_%20za_%20ravnopravnost_%20spolova_%20knjizica_%20eng.pdf</a>	Promoting the human rights of women and gender equality; equal opportunities on the labour market; gender-sensitive education; equality in political and public decision-making; eliminating violence against women; international policy and cooperation; and institutional mechanisms and modes of implementation.
IT	2012	General Directive for the Administrative Action and Management of the Equal Opportunities Department in 2012 <i>Direttiva generale per l'azione amministrativa e la gestione del dipartimento per le pari opportunità per l'anno 2012</i> <a href="http://www.governo.it/trasparenza_valutazione_merito/direttive/direttiva_DPO_2012.pdf">http://www.governo.it/trasparenza_valutazione_merito/direttive/direttiva_DPO_2012.pdf</a>	Increased number of centres for women victims of violence; monitoring gender violence and stalking; improving institutional capacity to combat human trafficking; preventing and combating female genital mutilation; preventing and combating sexual abuse and exploitation; reconciliation; promotion of equal opportunities; increasing women's access to scientific and technical careers and research; raising awareness; preventing and combating all types of discrimination.
CY	2007–2013	National Action Plan on Gender Equality 2007-2013 <i>Εθνικό Σχέδιο Δράσης για την Ισότητα Ανδρών και Γυναικών</i> <a href="http://www.monitoringris.org/documents/strat_nat/equality.pdf">http://www.monitoringris.org/documents/strat_nat/equality.pdf</a>	Holistic approach to gender equality. Six priority areas: employment, education, decision-making, social rights, violence against women and gender stereotypes.
	2009	Action Plan on Gender Equality in Education	Comprehensive and systematic approach to gender equality policies in education and training.

Member State	Years	Title and source	Main domains
LV	2005–2006	Programme for the Implementation of Gender Equality 2005–2006 <a href="http://www.mk.gov.lv/lv/mk/tap/?pid=30281200">http://www.mk.gov.lv/lv/mk/tap/?pid=30281200</a>	Four main directions: education and raising awareness, reconciliation, improvement of the administrative capacity to work with gender equality issues, and prevention of violence.
	2007–2010	Programme for the Implementation of Gender Equality 2007–2010 <a href="http://www.lm.gov.lv/upload/dzimumu_lidztiesiba/anglu/prog_07_10_eng.pdf">http://www.lm.gov.lv/upload/dzimumu_lidztiesiba/anglu/prog_07_10_eng.pdf</a>	Six directions: raising awareness, education for specialists, improvement of monitoring of gender equality policy implementation, highlighting the issue of domestic violence; studying the health-related lifestyle habits, and reconciliation.
	2012–2014	Gender Equality Action Plan 2012–2014 <a href="http://www.lm.gov.lv/upload/dzimumu_lidztiesiba/anglu/plans_dzim_lidzt_en.pdf">http://www.lm.gov.lv/upload/dzimumu_lidztiesiba/anglu/plans_dzim_lidzt_en.pdf</a>	Four directions: minimisation of the gender-specific roles and stereotypes, promoting a healthy environmentally friendly lifestyle for women and men, promoting economic independence and equal opportunities in the labour market, and monitoring and evaluating gender equality policy.
LT	2003–2004	National Programme on Equal Opportunities for Women and Men <i>Nutarimas dėl valstybinės moterų ir vyrų lygių galimybių 2003–2004 metų programos patvirtinimo</i> <a href="http://www.lsc.su.lt/downloads/valstybin_%20moter_%20ir_%20vyr_%20lygi_%20galimyb%202003-2004_%20met_%20programa.doc">http://www.lsc.su.lt/downloads/valstybin_%20moter_%20ir_%20vyr_%20lygi_%20galimyb%202003-2004_%20met_%20programa.doc</a>	Equal opportunities in the following areas: employment, education and science, policy and decision-making processes, health, environmental protection and cooperation of governmental and non-governmental institutions, and gender mainstreaming.
	2005–2009	National Programme on Equal Opportunities for Women and Men <i>Nutarimas dėl valstybinės moterų ir vyrų lygių galimybių 2005–2009 metų programos atvirtinimo</i> <a href="http://www.socmin.lt/get_file.php?file=c29jL20vYV9maWxlcyc93Zmls-ZXNwZmlsZTE4NjMuanRtO01vdGVydSBpcjB2eXJ1Gx5Z2l1GdhhbGltcWJpdSBwcm9ncmFTY55odG07Ow==">http://www.socmin.lt/get_file.php?file=c29jL20vYV9maWxlcyc93Zmls-ZXNwZmlsZTE4NjMuanRtO01vdGVydSBpcjB2eXJ1Gx5Z2l1GdhhbGltcWJpdSBwcm9ncmFTY55odG07Ow==</a>	Areas: employment, education and science, decision-making, measures for implementation of EU and international commitments, national defence, environmental protection, health-care, women's and men's equal opportunities mechanisms and methods of implementation and statistics.
LU	2010–2014	National Programme on Equal Opportunities for Women and Men 2010–2014; Action Plan for the National Programme on Equal Opportunities for Women and Men 2010–2014 <i>Nutarimas dėl valstybinės moterų ir vyrų lygių galimybių 2010–2014 metų programos patvirtinimo</i> <a href="http://www3.lrs.lt/plis/inter3/dokpaieska.showdoc_l?p_id=372298&amp;p_query=&amp;p_tr2=">http://www3.lrs.lt/plis/inter3/dokpaieska.showdoc_l?p_id=372298&amp;p_query=&amp;p_tr2=</a>	Based on the 12 critical areas of concern from the Beijing Platform for Action (BPA), namely: fight against poverty and social exclusion, education and training, health, violence, conflicts, economy, decision-making, promotion mechanisms, fundamental rights, media, environment, and discrimination against girls. It also includes actions against trafficking in women for sexual exploitation and customer awareness of the dangers of prostitution.
	2006–2008	National Action Plan for Equality Between Women and Men 2006–2008 <i>Plan d'action national de légalité des femmes et des hommes</i> <a href="http://www.mega.public.lu/publications/0_rapports_0_activites/rapport_annuel_2007/rapport_2007.pdf">http://www.mega.public.lu/publications/0_rapports_0_activites/rapport_annuel_2007/rapport_2007.pdf</a>	Included the 12 critical areas of concern of the BPA. Areas: treatment of women and men in professional life with equal pay for equal work or work of equal value; recruitment and engagement; training and qualification; corporate culture; women and men in decision-making with equality in training and career development; a balanced representation of women and men in positions of responsibility; and equality of women and men in the reconciliation of work and private life.
LU	2009–2014	National Action Plan for Equality between Women and Men <i>Plan d'action national de légalité des femmes et des hommes 2009-2014</i> <a href="http://www.mega.public.lu/publications/1_brochures/2010/pan_egalite_2009-2014/Pan_Egalite_...pdf">http://www.mega.public.lu/publications/1_brochures/2010/pan_egalite_2009-2014/Pan_Egalite_...pdf</a>	



Member State	Years	Title and source	Main domains
HU	2010–2011	Action Plan for the Promotion of Social Equality among Men and Women <i>Nők és Férfiak Társadalmi Egyenlőségét Elősegítő Nemzeti Stratégia I. Intézkedési Tervéről</i> <a href="http://www2.ohchr.org/english/bodies/cedaw/docs/54/CE-DAW-C-HUN-7-8.pdf">http://www2.ohchr.org/english/bodies/cedaw/docs/54/CE-DAW-C-HUN-7-8.pdf</a>	To implement the objectives of the national strategy: women and men have equal economic independence, equal professional and private lives, equal representation in decision-making, elimination of all forms of gender-based violence, overcoming gender stereotypes, and promotion of gender equality in external and development policies.
	2010–2021	National Strategy for the Promotion of Social Equality among Men and Women <i>Nők és Férfiak Társadalmi Egyenlősége Osztály</i> <a href="http://www.szmm.gov.hu/download.php?ctag=download&amp;docID=21986">www.szmm.gov.hu/download.php?ctag=download&amp;docID=21986</a>	Accomplishing equal economic independence of women and men; closing employment and pay gaps; considering issues of women and poverty and women and health; enhanced facilitation of the reconciliation of professional, private and family life; facilitating the reduction of the disproportional presence of women and men in political and economic decision-making and in the sciences; taking measures to efficiently combat and prevent violence; facilitating the elimination of gender stereotypes; and laying the professional foundations for the essential changes necessary for achieving the goals of gender mainstreaming (training, institution system, gender budgeting, gender aggregated data collection).
MT	2009–2010	Gender Equality Action Plan 2009–2010 <a href="http://etc.gov.mt/Resources/file/Resources/Gender%20Plan%202009-2010.pdf">http://etc.gov.mt/Resources/file/Resources/Gender %20Plan %202009-2010.pdf</a>	Policy areas: equal economic independence for women and men and equal pay for work of equal value.
NL	2006–2007	Multinational Policy Programme Emancipation 2006–2010 — ‘Emancipation: Self-evident, but it won't happen by itself’ <a href="http://docs.szw.nl/pdf/35/2005/35_2005_3_8464.pdf">http://docs.szw.nl/pdf/35/2005/35_2005_3_8464.pdf</a>	Five general goals: to stimulate the economic independence of women, to prevent and combat gender-based violence against women and girls, to stimulate the social participation of women, to promote the representation of women in positions of power, and to make a contribution to the emancipation of women worldwide.
	2008–2011	Policy Programme ‘More opportunities for women for the period 2008–2011’ <a href="http://www.rijksoverheid.nl/bestanden/documenten-en-publicaties/brochures/2007/12/21/more-opportunities-for-women/08bk2007b038-2008114-145225.pdf">http://www.rijksoverheid.nl/bestanden/documenten-en-publicaties/brochures/2007/12/21/more-opportunities-for-women/08bk2007b038-2008114-145225.pdf</a>	Four general goals: to increase the labour participation of women, to improve the position of ethnic minority groups, to prevent and combat violence against women and girls, and to contribute to the (global) abolition of all forms of discrimination against women and the structural improvement of the position of women.
	2011–2015	Emancipation of Women and LGBT People 2011–2015 <a href="http://www.rijksoverheid.nl/bestanden/documenten-en-publicaties/kamerstukken/2011/04/08/hoofdlijnen-emancipatiebeleid—vrouwen—en-homo-emancipatie-2011-2015/hoofdlijnen-emancipatiebeleid-vrouwen-en-homo-emancipatie-2015.pdf">http://www.rijksoverheid.nl/bestanden/documenten-en-publicaties/kamerstukken/2011/04/08/hoofdlijnen-emancipatiebeleid—vrouwen—en-homo-emancipatie-2011-2015/hoofdlijnen-emancipatiebeleid-vrouwen-en-homo-emancipatie-2015.pdf</a>	It not only targets the emancipation of women, but also the emancipation of LGBT people. The objectives concerning the emancipation of women are: to improve the labour market position, to increase the labour participation of women with low qualifications, and to contribute to the emancipation of women worldwide.
AT	2008–2013	National Action Plan ‘Gender Equality in the Labour Market’ <a href="http://www.bka.gv.at/DocView.axd?CobId=42528">http://www.bka.gv.at/DocView.axd?CobId=42528</a>	Package of 55 concrete measures in order to diversify the educational path and the choice of training and career, increase labour force participation and full-time employment of women, increase the number of women in executive positions, and reduce the gender pay gap.

Member State	Years	Title and source	Main domains
PL	2003–2005	National Action Plan on Gender Equality <a href="http://www.europarl.europa.eu/document/activities/cont/201107/20110725ATT24649/20110725ATT24649EN.pdf">http://www.europarl.europa.eu/document/activities/cont/201107/20110725ATT24649/20110725ATT24649EN.pdf</a>	Preventive measures, intervention actions, support actions, and corrective-educational measures
	2006–2016	National Action Plan on Counteracting Domestic Violence <a href="http://www.europarl.europa.eu/document/activities/cont/201107/20110725ATT24649/20110725ATT24649EN.pdf">http://www.europarl.europa.eu/document/activities/cont/201107/20110725ATT24649/20110725ATT24649EN.pdf</a>	
PT	2003–2006	II National Plan for Equality <i>II Plano Nacional de Igualdade</i> <a href="http://www.cig.gov.pt/">http://www.cig.gov.pt/</a>	
	2007–2010	III Plan for Equality, Citizenship and Gender <i>III Plano para a Igualdade — Cidadania e Género</i> <a href="http://195.23.38.178/cig/portalcig/bo/documentos/III%20Plano%20Nacional%20para%20a%20Igualdade%20Cidadania%20e%20Genero.pdf">http://195.23.38.178/cig/portalcig/bo/documentos/III%20Plano%20Nacional%20para%20a%20Igualdade%20Cidadania%20e%20Genero.pdf</a>	Five areas: gender perspective in different policy areas as a prerequisite for good governance; gender perspective in the priority policy areas; citizenship and gender; gender-based violence; and gender perspective in the EU, international relations and cooperation for development.
	2011–2013	IV National Plan for Equality, Gender, Citizenship and Non Discrimination <i>IV Plano Nacional para a Igualdade, Género, Cidadania e Não Discriminação</i> <a href="http://195.23.38.178/cig/portalcig/bo/documentos/IV_PNI.pdf">http://195.23.38.178/cig/portalcig/bo/documentos/IV_PNI.pdf</a>	97 actions for 14 strategic areas: Integrating the gender dimension into the central and local public administration; economic independence, labour market and reconciliation; education and training; health; environment; research, knowledge and society; sport and culture; media and marketing; gender-based violence; social inclusion; sexual orientation and gender identity; youth; civil society organisations; international relations, cooperation and Portuguese communities.
RO	2006–2009	National Action Plan for National Strategy of Equal Opportunities for Women and Men (2006–2009) <i>Planul General de Acțiuni pentru implementarea Strategiei Naționale pentru Egalitatea de Șanse între Femei și Bărbați pentru perioada 2006–2009</i> <a href="http://antidiscriminare.ro/pdf/Plan_de_actiuni.pdf">http://antidiscriminare.ro/pdf/Plan_de_actiuni.pdf</a>	Areas: legislative framework, institutional capacity, economic life, social life, participation in decision-making, roles and gender stereotypes, and monitoring and evaluation
RO	2010–2012	National Strategy for Equality between Women and Men (2010–2012) and the Action Plan for Implementing the National Strategy for Equal Opportunities Women and Men (2010–2012) <i>Planul General de Acțiuni pentru implementarea Strategiei naționale pentru egalitatea de șanse între femei și bărbați pentru perioada 2010–2012</i> <a href="http://www.mmuncii.ro/pub/imagemanager/images/file/Domenii/Egalitate%20de%20sanse/PREZENTARE%20STRATEGIA%20NATIONAL-ALA%202010-2012.pdf">http://www.mmuncii.ro/pub/imagemanager/images/file/Domenii/Egalitate%20de%20sanse/PREZENTARE%20STRATEGIA%20NATIONAL-ALA%202010-2012.pdf</a>	Areas: education, employment, social life, gender roles and stereotypes, participation in decision-making, and assessing monitoring the gender perspective in public policies.

Member State	Years	Title and source	Main domains
SI	2006–2007	Periodic Plan for the Implementation of the National Programme for Equal Opportunities for Women and Men, for the period 2006–2007 <i>Periodični načrt za izvajanje Nacionalnega programa za enake možnosti žensk in moških, za obdobje 2006–2007</i> <a href="http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokument_i___pdf/enake_moznosti/PeriodicniNacrt20062007.docx">http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokument_i___pdf/enake_moznosti/PeriodicniNacrt20062007.docx</a>	Gender mainstreaming; labour market and employment; quality working environment free from all forms of harassment; reconciliation; education for gender equality; equal opportunities in sports, culture and media; health; responsible partnering and parenting; violence against women; prevention of human trafficking and sexual exploitation; and the decision-making process.
	2008–2009	Periodic Plan for the Implementation of the National Programme for Equal Opportunities for Women and Men, for the period 2008–2009 <i>Periodični načrt za izvajanje Nacionalnega programa za enake možnosti žensk in moških, za obdobje 2008–2009</i> <a href="http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokument_i___pdf/enake_moznosti/PorociloNPZEMZM20062007.docx">www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokument_i___pdf/enake_moznosti/PorociloNPZEMZM20062007.docx</a>	Gender mainstreaming; labour market and employment; reconciliation; education for gender equality; equal opportunities in sports, culture and media; health; responsible partnering and parenting; and women in armed conflicts.
	2010–2011	Periodic Plan for the Implementation of the National Programme for Equal Opportunities for Women and Men, for the period 2010–2011 <i>Periodični načrt za izvajanje Nacionalnega programa za enake možnosti žensk in moških, za obdobje 2010–2011</i> <a href="http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokument_i___pdf/enake_moznosti/PeriodicniNacrt20102011.docx">www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokument_i___pdf/enake_moznosti/PeriodicniNacrt20102011.docx</a>	Gender mainstreaming; labour market and employment; reconciliation; education for gender equality; equal opportunities in sports, culture and media; health; responsible partnering and parenting; and women in armed conflicts.
	2012–2013	Periodic Plan for the Implementation of the National Programme for Equal Opportunities for Women and Men, for the period 2012–2013 <i>Periodični načrt za izvajanje Nacionalnega programa za enake možnosti žensk in moških, za obdobje 2012–2013</i> <a href="http://imss.dz-rs.si/imis/147f767d82d6f28e1bd8.pdf">http://imss.dz-rs.si/imis/147f767d82d6f28e1bd8.pdf</a>	Gender mainstreaming; labour market and employment; reconciliation; education for gender equality; equal opportunities in sports, culture and media; health; and responsible partnering and parenting.
SK	2010–2013	National Action Plan for Gender Equality 2010–2013 <a href="http://www.gender.gov.sk/en/files/2012/06/NAP_RR_10-13_EN.pdf">http://www.gender.gov.sk/en/files/2012/06/NAP_RR_10-13_EN.pdf</a>	Four basic areas: economy, social affairs and healthcare; family and government family policy; public and political life, participation and representation; and research, education, media and culture.

Member State	Years	Title and source	Main domains
FI	2004–2007	Government Action Plan for Gender Equality 2004–2007 <a href="http://www.stm.fi/julkaisut/hayta/-/_julkaisu/1060505#fi">http://www.stm.fi/julkaisut/hayta/-/_julkaisu/1060505#fi</a>	Gender equality in working life; increasing the number of women in economic and political decision-making; reducing violence against women and preventing prostitution and trafficking in women; improving early childhood education and care, preschool teaching, and other types of education and training; promoting equality in cultural, sports and youth policies; gender equality and the media; gender equality in health policy; supporting women's studies and coordinating equality information; gender equality and men; mainstreaming and promoting gender equality in the public administration; promoting gender equality in regional development; and gender equality objectives in international and EU cooperation.
	2008–2011	Government Action Plan for Gender Equality 2008–2011 <i>Hallituksen tasa-arvo-ohjelma 2008—</i> <a href="http://www.stm.fi/en/genderequality">http://www.stm.fi/en/genderequality</a>	Eight gender-related areas of concern divided into 31 measures. It aimed at promoting gender mainstreaming, bridging gender pay gaps, promoting women's careers, alleviating segregation, increasing gender awareness in schools, improving reconciliation of work and family life, reducing gender-based violence against women, reinforcing resources for gender equality work and drawing up a government report on gender equality.
	2012–2015	Government Action Plan for Gender Equality 2012–2015 <i>Tasa-arvo-ohjelmasta 2012–2015</i> <a href="http://www.stm.fi/en/genderequality">http://www.stm.fi/en/genderequality</a>	50 measures in several areas: gender equality legislation, working life and integrating work and family life, decision-making and promoting women's careers, education and research, promoting democracy and integration policy, economic policy, promoting men's and women's inclusion and health, and combating violence against women and intimate partner violence.
SE	2009	The Swedish Government's Gender Equality Policy 2009 <a href="http://www.government.se/content/1/c6/13/07/15/8a48ffb6.pdf">http://www.government.se/content/1/c6/13/07/15/8a48ffb6.pdf</a>	Equal distribution of power and influence; economic equality between the sexes; equal distribution of unpaid care and household work and abolishing men's violence against women.
	2010–2014	Equal Power to Shape Society and One's Own Life – The Swedish Government's Gender Equality Policy 2010–2014 <a href="http://www.government.se/content/1/c6/19/73/18/fafb54bf.pdf">http://www.government.se/content/1/c6/19/73/18/fafb54bf.pdf</a>	Power and influence, economic equality, unpaid housework and provision of care, violence against women, gender mainstreaming, and gender equality in international and development cooperation.
UK	2006–2016	The Equality Strategy: Building a Fairer Britain <a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85299/equality-strategy.pdf">https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85299/equality-strategy.pdf</a>	Education and social mobility; the labour market; opening up public services and empowering individuals and communities; changing culture and attitudes; and actions.
	2013	Creating a Fairer and More Equal Society <a href="https://www.gov.uk/government/policies/creating-a-fairer-and-more-equal-society">https://www.gov.uk/government/policies/creating-a-fairer-and-more-equal-society</a>	To prevent discrimination (including discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation) and to support and protect the rights of women.

 Source: *Gender Equality Index country profiles*, EIGE, 2013c

Table 5: Civil society involvement, 2012

Member States	Represented on a regular basis in a legally established advisory body			Invited on a regular basis to participate in various kinds of temporary bodies			Consultation mechanism is used on a regular basis			Regular discussion and deliberation			Conferences and seminars			Dissemination of information		
	Women NGOs	Other NGOs	Social Partners	Women NGOs	Other NGOs	Social Partners	Women NGOs	Other NGOs	Social Partners	Women NGOs	Other NGOs	Social Partners	Women NGOs	Other NGOs	Social Partners	Women NGOs	Other NGOs	Social Partners
BE	X	X		X			X			X			X			X		X
BG	X	X	X	X	X		X		X	X		X	X		X	X		X
CZ	X	X	X	X	X		X					X			X			X
DK				X	X		X					X			X			X
DE	X	X	X	X	X		X		X	X		X			X			X
EE							X					X			X			X
IE				X			X					X			X			X
EL				X	X		X		X	X		X			X			X
ES	X	X		X	X		X		X	X		X			X			X
FR	X	X	X	X	X		X		X	X		X			X			X
HR				X	X		X		X	X		X			X			X
IT	X		X	X	X		X		X	X		X			X			X
CY	X	X	X	X	X		X		X	X		X			X			X
LV	X	X	X	X	X		X		X	X		X			X			X
LT	X	X	X	X	X		X		X	X		X			X			X
LU	X	X	X	X	X		X		X	X		X			X			X
HU	X	X	X	X	X		X		X	X		X			X			X
MT	X	X	X	X	X		X		X	X		X			X			X
NL	X	X	X	X	X		X		X	X		X			X			X
AT				X	X		X		X	X		X			X			X
PL				X	X		X		X	X		X			X			X
PT	X	X	X	X	X		X		X	X		X			X			X
RO	X	X	X	X	X		X		X	X		X			X			X
SI				X	X		X		X	X		X			X			X
SK	X	X	X	X	X		X		X	X		X			X			X
FI				X	X		X		X	X		X			X			X
SE	X	X	X	X	X		X		X	X		X			X			X
UK				X	X		X		X	X		X			X			X
EU-28	18	16	14	25	21	23	25	19	21	25	20	16	26	23	21	28	26	23

Note: 'X' indicates 'Yes'

Source: data collected January – April 2013 (EIGE)

**Table 6: Employees working on gender equality in proportion to total of civil servants (full-time, year-round employees in person years), 2012**

Member States	Civil servants (100 000)		Governmental gender equality body		Designated body for the promotion of equal treatment of women and men		
	Exists	Employees (person years)	Exists	Employees/civil servants (100 000)	Exists	Employees (person years)	Employees / civil servants (100 000)
BE	Yes	43.7	Yes	10.76	Yes	8.5	2.09
BG	Yes	:	Yes	:	Yes	:	:
CZ	Yes	2	Yes	0.66	Yes	5	1.64
DK	Yes	16	Yes	10.32	Yes	9	5.81
DE	Yes	209	Yes	7.46	Yes	:	:
EE	Yes	7	Yes	17.07	Yes	:	:
IE	Yes	8	Yes	8.08	Yes	:	:
EL	Yes	52	Yes	15.52	Yes	4	1.19
ES	Yes	174	Yes	13.31	Yes	120	9.18
FR	Yes	188	Yes	7.69	Yes	:	:
HR	Yes	7	Yes	7.78	Yes	10	11.11
IT	Yes	72	Yes	5.26	No	na	na
CY	Yes	3	Yes	12.00	Yes	1.5	6.00
LV	Yes	2	Yes	3.33	Yes	2.5	4.17
LT	Yes	3	Yes	4.05	Yes	:	:
LU	Yes	10	Yes	37.04	Yes	:	:
HU	Yes	8	Yes	2.59	Yes	:	:
MT	Yes	:	Yes	:	Yes	:	:
NL	Yes	25	Yes	4.60	Yes	:	:
AT	Yes	44	Yes	16.00	Yes	:	:
PL	Yes	20	Yes	1.92	Yes	3	0.29
PT	Yes	72	Yes	24.49	Yes	22	7.48
RO	Yes	12	Yes	2.58	Yes	:	:
SI	Yes	8	Yes	12.90	Yes	:	:
SK	Yes	5	Yes	2.70	Yes	:	:
FI	Yes	14	Yes	12.39	Yes	11	9.73
SE	Yes	12	Yes	4.24	Yes	:	:
UK	Yes	100	Yes	5.53	Yes	25	1.38

Note: ':' indicates data were not available; 'na' indicates 'not applicable' (independent body does not exist in IT); number of civil servants in 2012 (age 15–74, in public administration and defence; compulsory social security), for NL, 2011 data;

Source: data collected January – April 2013 (EIGE); for civil servants, Eurostat; ifsa\_egan22d, downloaded 19/06/2013

Table 7: Gender mainstreaming, 2005 and 2012

Member States	Status of government's commitment		Gender mainstreaming structures		Gender impact assessment in law drafting		Gender impact assessment in the drafting of programmes and projects		Gender budgeting		Total score for indicator H3 (0-10)	
	2005	2012	2005	2012	2005	2012	2005	2012	2005	2012	2005	2012
BE	0.5	2	0	2	0.5	0.5	0.5	0.5	0.5	1	2.00	6.00
BG	:	0.5	:	2	:	0.5	:	0.5	:	0.5	:	4.00
CZ	1.5	2	2	2	2	1	1	1	1	1	7.50	7.00
DK	2	2	2	2	2	1	1	1	1	0	8.00	6.00
DE	2	2	2	0	1	0.5	1	1	0.5	0	6.50	3.50
EE	2	2	2	2	0	0.5	0.5	0.5	0	0.5	4.50	5.50
IE	1.5	1	0	0	0.5	0	0.5	0	0.5	0	3.00	1.00
EL	1.5	0.5	0	2	0.5	0.5	0.5	0.5	0	0	2.50	3.50
ES	1.5	2	2	2	1	2	2	2	0	2	6.50	10.00
FR	2	1	2	2	1	2	1	0.5	0.5	2	6.50	7.50
HR	:	2	:	2	:	0.5	:	0.5	:	0.5	:	5.50
IT	1	1.5	2	2	0.5	2	1	1	0.5	0.5	5.00	7.00
CY	1	1	2	2	0	0	0.5	1	0.5	0.5	4.00	4.50
LV	2	0.5	2	2	0.5	0.5	0.5	0.5	0.5	0	5.50	3.50
LT	2	2	2	2	1	0.5	0.5	0.5	0.5	0	6.00	5.00
LU	1.5	1.5	2	2	0.5	2	0.5	0.5	0.5	0.5	5.00	6.50
HU	2	1.5	0	2	1	0.5	0.5	1	0	0.5	3.50	5.50
MT	1.5	1.5	:	2	0.5	0.5	0.5	0.5	0	0.5	2.50	5.00
NL	1	0.5	2	2	1	0	0.5	0	0	0	4.50	2.50
AT	1.5	2	2	2	0.5	0.5	0.5	0.5	0.5	2	5.00	7.00
PL	0.5	0.5	2	2	0	1	0	1	0	0	2.50	4.50
PT	0.5	1	2	2	0.5	0	0.5	0.5	0	0	3.50	3.50
RO	:	2	:	2	:	0.5	:	0.5	:	0	:	5.00
SI	2	2	0	2	0.5	0	1	0	0.5	0	4.00	4.00
SK	0.5	0.5	2	0	0.5	0.5	0.5	0	0	0	3.50	1.00
FI	2	2	2	2	1	1	1	1	0.5	1	6.50	7.00
SE	1.5	1.5	2	2	1	2	1	2	1	1	6.50	8.50
UK	1.5	2	2	2	1	0.5	1	2	0.5	1	6.00	7.50
EU-25	1.46	1.44	1.88	1.76	0.74	0.78	0.72	0.76	0.38	0.56	5.18	5.30
EU-28	:	1.45	:	1.79	:	0.75	:	0.73	:	0.54	:	5.26

Note: ':' indicates data were not available (BG, HR and RO were not included in the Finnish Presidency survey and therefore data for 2005 are not available); 'na' indicates 'not applicable'; calculations are based on Finnish methodology

Source: data collected during Finnish Presidency 2006 and January – April 2013 (EIGE)

Table 8: Gender mainstreaming, 2012

Member States	Status of commitment					Gender mainstreaming structures			Gender impact assessment in law drafting					Gender impact assessment in the drafting of policy programmes, action plans, projects					Gender budgeting					Total score
	Legal obligation	De facto binding decision	Recommendation	Other kind of commitment	Score	Inter-departmental coordination	Contact persons	Score	In most ministries	By some ministries	Initial stage	Unknown	Score	In most ministries	By some ministries	Initial stage	Unknown	Score	In most ministries	By some ministries	Initial stage	Unknown	Score	
BE	X				2	X	X	2			X	0.5			X			0.5		X			1	6
BG				X	0.5	X	X	2			X	0.5						0.5			X		0.5	4
CZ	X				2	X	X	2		X	1				X			1			X		1	7
DK	X				2	X	X	2		X	1							1				X	0	6
DE	X				2			0			0.5			X				1				X	0	3.5
EE	X				2	X	X	2		X	0.5			X				0.5				X	0.5	5.5
IE			X		1			0			X	0						0				X	0	1
EL				X	0.5		X	2			0.5			X				0.5				X	0	3.5
ES	X				2	X	X	2		X	2				X			2		X			2	10
FR					1	X	X	2		X	2				X			0.5		X			2	7.5
HR	X				2		X	2			0.5			X				0.5			X		0.5	5.5
IT					1.5		X	2		X	2							1			X		0.5	7
CY			X		1		X	2			0			X				1		X			0.5	4.5
LV				X	0.5		X	2			0.5							0.5				X	0	3.5
LT	X				2	X	X	2			0.5			X				0.5				X	0	5
LU					1.5	X	X	2		X	2			X				0.5				X	0.5	6.5
HU					1.5		X	2			0.5							1		X		X	0.5	5.5
MT					1.5		X	2			0.5			X				0.5			X		0.5	5



Member States	Status of commitment					Gender mainstreaming structures			Gender impact assessment in law drafting					Gender impact assessment in the drafting of policy programmes, action plans, projects					Gender budgeting					Total score
	Legal obligation	De facto binding decision	Recommendation	Other kind of commitment	Score	Inter-departmental coordination	Contact persons	Score	In most ministries	By some ministries	Initial stage	Unknown	Score	In most ministries	By some ministries	Initial stage	Unknown	Score	In most ministries	By some ministries	Initial stage	Unknown	Score	
NL			X	0.5	2	X	2	0				X	0				X	0				X	0	2.5
AT	X			2	2	X	2	0.5		X			0.5			X							2	7
PL			X	0.5	2		2	1			X		1				X					X	0	4.5
PT				1	2		2	0					0.5			X						X	0	3.5
RO	X			2	2	X	2	0.5		X			0.5			X						X	0	5
SI	X			2	2	X	2	0			X		0				X					X	0	4
SK			X	0.5	0		0	0.5		X			0				X					X	0	1
FI	X			2	2	X	2	1		X			1							X			1	7
SE				1.5	2	X	2	2	X				2							X			1	8.5
UK	X			2	2	X	2	0.5		X			2							X			1	7.5
EU-28	13	5	4	6	1.45	16	23	1.79	5	4	14	5	0.75	3	4	13	4	0.73	3	5	8	12	0.54	5.26

Note: 'X' indicates 'Yes'; calculations are based on Finnish methodology

Source: data collected January – April 2013 (EIGE)

Table 9: Aspect 2: Gender mainstreaming structures

Member States	Structures		Score (0-2 points)	Consultation with the governmental gender equality body						Score (0-4 points)		
	Inter-ministerial coordination structure	Contact person		For new policy plans		For evaluations of policies		Score (0-2 points)	Score (0-4 points)			
				For (almost) all policies	For some policies	Never	For (almost) all policies			For some policies	Never	
BE	X	X	2			X				X	0	2
BG	X	X	2		X				X		1	3
CZ	X	X	2		X				X		1	3
DK	X	X	2		X			X			1.5	3.5
DE			0		X				X		1	1
EE	X	X	2		X			X	X		1	3
IE			0		X				X		1	1
EL		X	1		X				X		1	2
ES	X	X	2		X			X			1.5	3.5
FR	X	X	2	X				X			2	4
HR		X	1		X				X		1	2
IT		X	1		X				X		1	2
CY		X	1		X				X		1	2
LV	X	X	2		X				X		1	3
LT	X	X	2		X				X		1	3
LU	X	X	2		X				X		1	3
HU		X	1		X				X		1	2
MT		X	1	X				X			2	3
NL		X	1		X				X		1	2
AT	X	X	2		X			X			1.5	3.5
PL		X	1	X					X		1.5	2.5
PT		X	1	X						X	1	2
RO	X		1		X				X		1	2
SI	X		1		X			X			1.5	2.5
SK			0		X				X		1	1
FI	X	X	2		X				X		1	3
SE	X	X	2	X				X			2	4
UK	X	X	2		X				X		1	3
EU-28	16	23	1.39	5	22	1	7	19	2	1.16	2.55	

Source: data collected January – April 2013 (EIGE)

Table 10: Aspect 3: Commitment and use of methods and tools for gender mainstreaming, 2012

Member States	2. Use of the methods and tools of gender mainstreaming										3. Reports				Total score (0–10 points)							
	1. Commitment to use gender mainstreaming methods and tools			Gender impact assessment in drafting laws, projects				Gender budgeting			Monitoring and evaluation											
	Gender impact assessment	Gender budgeting	Score (0–2 points)	Widely used	Sometimes used	Initial stage	Unknown concept	Score (0–2 points)	Widely used	Sometimes used	Initial stage	Unknown concept	Score (0–7 points)	Monitoring		Evaluation	Score (0–1 points)					
BE	X	X	2	X	X	X	0.5	X	X	X	1	X	0	2.5			0	4.5				
BG	X		0			X	0.5			X	0.5		X		X		1	3				
CZ	X		1		X		2			X	1		X				0	5.5				
DK	X	X	2	X	X		2			X	0	X		2.5			0	4.5				
DE	X		1		X		1				0	X		3.5	X	X	1	5.5				
EE	X	X	2	X	X	X	0.5			X	0.5	X		2.5	X		1	5.5				
IE			0			X	0				0	X		0			0	0				
EL	X		1			X	0.5			X	0			1			0	2				
ES	X	X	2	X	X	X	2	X		X	2	X		6			0	8				
FR	X	X	2	X	X	X	1	X		X	2	X		6	X	X	1	9				
HR			0	X		X	0.5			X	0.5	X		4	X	X	1	5				
IT		X	1	X	X	X	2			X	0.5	X		4.5	X		1	6.5				
CY		X	0	X	X	X	1			X	0.5	X		4.5	X		1	5.5				
LV			0			X	0.5			X	0	X		0.5			0	0.5				
LT			0			X	0.5			X	0	X		2			1	3				
LU			0	X	X	X	1			X	0.5			2.5			0	2.5				
HU			0	X	X	X	1			X	0.5	X		3	X	X	1	4				
MT			0	X		X	0.5			X	0.5			3			0	3				
NL			0	X		X	0			X	0	X		2	X		1	3				
AT	X	X	2	X	X	X	0.5	X		X	2		X	4.5	X	X	1	7.5				
PL			0	X	X	X	2			X	0	X		5	X	X	1	6				
PT			0	X	X	X	0.5			X	0	X		3.5	X	X	1	4.5				
RO	X		1	X	X	X	0.5			X	0	X		1			0	2				
SI			0	X	X	X	0	X		X	0	X		1.5	X		1	2.5				
SK	X		1	X	X	X	0.5			X	0	X		1			0	2				
FI	X	X	2	X	X	X	2	X		X	1	X		6	X	X	1	9				
SE	X		1	X	X	X	2			X	1	X		6	X	X	1	8				
UK			0	X	X	X	1			X	1	X		3			0	3				
EU-28	13	8	0.75	15	23	0.71	3	6	7	12	3	0.93	3	5	8	12	15	3.14	12	10	0.57	4.46

Source: data collected between January – April 2013 (EIGE)

Table 11: Consultation with the governmental body for gender equality, 2012

Member States	Governmental body exists		Governmental body is consulted for new policy plans			Governmental body is consulted for evaluation of policies			How often the involvement of the governmental body for gender equality leads to adjustment of policies						
	Yes	No	For (almost) all policies	For some policies	Never	For (almost) all policies	For some policies	Never	In (nearly) all cases (more than 75 %)	In the majority of cases (50–75 %)	In some cases (25 %)	Never or in few cases (less than 25 %)			
BE	Yes				X			X							
BG	Yes			X							X				
CZ	Yes			X							X				
DK	Yes			X			X				X				
DE	Yes			X						X					
EE	Yes			X			X				X				
IE	Yes			X			X				X				
EL	Yes			X						X					
ES	Yes			X			X			X					
FR	Yes		X				X								
HR	Yes			X						X					
IT	Yes			X			X								
CY	Yes			X			X				X				
LV	Yes			X			X						X		
LT	Yes			X			X				X				
LU	Yes			X			X						X		
HU	Yes			X			X				X				
MT	Yes		X				X		X						
NL	Yes			X							X				
AT	Yes			X			X			X					
PL	Yes		X							X					
PT	Yes		X						X						
RO	Yes			X							X				
SI	Yes			X			X								
SK	Yes			X							X				
FI	Yes			X							X				
SE	Yes		X							X					
UK	Yes			X						X					
EU-28	28		5	22	1	6	19	3	2	10	13		2		

Note: '?' indicates data were not available; 'na' indicates 'not applicable'; 'X' indicates 'Yes'

Source: data collected January – April 2013 (EIGE)

Table 12: Provided gender equality training, 2012

Member States	To all governmental employee		To the employees at the highest political level (ministers, vice ministers and senior cabinet members)		To the employees of the governmental body for gender equality		To some of the employees of other ministries/ departments		To none of the relevant governmental employees	
	On regular basis	On ad-hoc basis	On regular basis	On ad-hoc basis	On regular basis	On ad-hoc basis	On regular basis	On ad-hoc basis	On regular basis	On ad-hoc basis
BE		X				X	X			
BG	:	:	:	:	:	:	:	:	:	:
CZ	X								X	
DK						X		X		
DE	X		X			X		X		
EE						X		X		
IE									X	
EL		X					X			
ES	X									
FR	X		X		X					
HR	X				X					X
IT					X			X		
CY					X			X		
LV						X			X	
LT						X		X		
LU	X									
HU									X	
MT	X			X		X		X		
NL										X
AT		X				X				
PL							X			
PT				X		X				
RO		X		X			X		X	
SI								X		
SK						X		X		
FI	X		X					X		
SE		X		X						
UK					X					
EU-28	5	9	3	5	9	9	5	12	12	4

Note: ':' indicates data were not available; 'X' indicates 'Yes'

Source: data collected January – April 2013 (EIGE)

Table 13: Gender impact assessment, 2012

Member States	Legal obligation to undertake a gender impact assessment	Use of gender impact assessment						Gender impact assessments in the drafting phase lead to an adjustment						Evaluation undertaken in gender impact assessment (ex-ante)	Reports are available on gender impact assessment (ex-ante)	
		Law drafting			Drafting of policy programmes, action plans, projects			Law drafting			Drafting of policy programmes, action plans, projects					
		Widely used	Used by some ministries	Initial stage	Unknown concept	Used by a percentage of ministries	Widely used	Used by some ministries	Initial stage	Unknown concept	Used by a percentage of ministries	In the majority of cases	In some cases	In no cases		
BE	X			X		:			X		:		X			
BG				X		33			X		33		X			
CZ	X		X			:		X		:			X		X	
DK	X		X			37		X		47	:		:			
DE	X			X		:		X		:			X			
EE	X			X		27			X	36			X			
IE					X	0				0			X			
EL	X			X		:			X	:			X		:	
ES	X		X			100				100					X	
FR	X		X			:			X	:			X		X	
HR				X		10			X	10			X			
IT		X				100		X		31			X		X	
CY					X	0		X		18			X			
LV				X		8			X	8			X		X	
LT				X		8			X	8			X			
LU		X				100			X	11				X		
HU				X		0		X		100			X			
MT				X		0			X	0			X			

Member States	Legal obligation to undertake a gender impact assessment	Use of gender impact assessment						Gender impact assessments in the drafting phase lead to an adjustment						Evaluation undertaken in gender impact assessment (ex-ante)	Reports are available on gender impact assessment (ex-ante)		
		Law drafting			Drafting of policy programmes, action plans, projects			Law drafting			Drafting of policy programmes, action plans, projects						
		Widely used	Used by some ministries	Initial stage	Unknown concept	Used by a percentage of ministries	Widely used	Used by some ministries	Initial stage	Unknown concept	Used by a percentage of ministries	In the majority of cases	In some cases	In no cases			
NL					X	0				X	0			X			
AT	X			X		:					:			X			
PL						5					10			X			
PT			X			0			X		10		X			X	
RO	X			X		6			X		6		X				
SI					X	0				X	0			X			
SK	X			X		7				X	7			X			
FI	X					:					:		X				
SE	X					100					100		X			X	
UK				X		33					93		X				
EU-28	13	5	4	14	5	28	3	8	13	4	28	4	12	17	9	8	3

Note: ':' indicates data were not available; 'X' indicates 'Yes'

Source: data collected January – April 2013 (EIGE)

Table 14: Gender budgeting, 2012

Member States	Legal obligation to undertake gender budgeting or a gender impact assessment of ministerial budgets	Use of gender budgeting or gender impact assessment of ministerial budgets				Gender budgeting or gender impact assessment of ministerial budgets lead to an adjustment of budgets			
		Widely used	Used by some ministries	Initial stage	Unknown concept	Used by a percentage of ministries	In the majority of cases	In some cases	In no case
BE	X		X			:			X
BG				X		33		X	
CZ		X				:		X	
DK	X				X	47			X
DE					X	:			X
EE	X		X			0			X
IE					X	0			X
EL					X	0			X
ES	X	X				100	X		
FR	X	X				100		X	
HR			X			35		X	
IT	X		X			:		X	
CY			X			:		X	
LV				X		0			X
LT				X		0			X
LU			X			:			X
HU			X			13		X	
MT			X			0			X
NL					X	0			X
AT	X	X				100		X	
PL				X		5			X
PT				X		0			X
RO				X		0			X
SI				X		0			X
SK				X		0			X
FI	X					:		X	
SE						73		X	
UK						20		X	
EU-28	8	3	5	8	12	30	1	11	16

Note: ':' indicates data were not available; 'X' indicates 'Yes'

Source: data collected January – April 2013 (EIGE)



**Table 15: Monitoring and evaluation, 2012**

Member States	Gender impact assessment in the evaluation of various kinds of laws, policy				Gender impact assessments in evaluation phase lead to an adjustment of various kinds of laws, policy programmes, action plans or projects				Evaluation have been undertaken		Reports are available										
	Widely used		Used by some ministries		Initial stage		Unknown concept		Used by a percentage of ministries		In the majority of cases		In some cases		In no case		Gender monitoring		Gender (ex-post) evaluation		
BE			X																		
BG			X																		
CZ		X																			
DK			X																		
DE		X																			
EE			X																		
IE																					
EL			X																		
ES																					
FR			X																		
HR			X																		
IT		X																			
CY		X																			
LV		X																			
LT			X																		
LU																					
HU																					
MT			X																		
NL																					
AT			X																		
PL		X																			
PT			X																		
RO			X																		
SI		X																			
SK																					
FI		X																			
SE	X																				
UK		X																			
EU-28	1	9	12	6	20	6	6	20	2	16	9	12	15	12	10						

Note: '-' indicates data were not available; 'X' indicates 'Yes'

Source: data collected January – April 2013 (EIGE)

**Table 16: Production and dissemination of statistics disaggregated by sex, 2012**

Member States	Status of commitment to produce statistics disaggregated by sex				Status of commitment to disseminate statistics disaggregated by sex				Methods in use for disseminating gender statistics					Total score	
	Legal obligation for the national statistical institute	Legal obligation for other organisations	Other kinds of agreements for regular data collection	Other kinds of ad-hoc agreements to collect the data	Score	Legal obligation to disseminate gender statistics	Other agreement on regular dissemination of gender statistics	Ad-hoc agreements to disseminate gender statistics	Score	Publications on gender statistics	Specific website on gender statistics	The website of the national statistical institute has a section on gender statistics	Another website has a section on gender statistics		Score
BE	X	X		X	2			X	0.5	X			X	2	4.5
BG	X	X	X		2	X			2			X	X	2	6
CZ			X		1		X		1	X		X		2	4
DK		X			2				0					0	2
DE	X		X		2	X			2	X				1	5
EE		X		X	2	X		X	2	X				1	5
IE					0				0	X				1	1
EL				X	0.5	X			2				X	1	3.5
ES	X			X	2	X		X	2	X	X			2	6
FR			X		1			X	0.5	X	X			2	3.5
HR	X	X			2	X		X	2	X			X	2	6
IT				X	0.5				0	X				1	1.5
CY			X		1			X	0.5	X		X		2	3.5
LV	X	X			2	X			2	X				1	5
LT			X		1			X	0.5	X		X		2	3.5
LU					0				0	X				1	1
HU	X	X			2	X			2	X		X		2	6
MT					0				0	X	X			2	2

Member States	Status of commitment to produce statistics disaggregated by sex					Status of commitment to disseminate statistics disaggregated by sex				Methods in use for disseminating gender statistics					Total score
	Legal obligation for the national statistical institute	Legal obligation for other organisations	Other kinds of agreements for regular data collection	Other kinds of ad-hoc agreements to collect the data	Score	Legal obligation to disseminate gender statistics	Other agreement on regular dissemination of gender statistics	Ad-hoc agreements to disseminate gender statistics	Score	Publications on gender statistics	Specific website on gender statistics	The website of the national statistical institute has a section on gender statistics	Another website has a section on gender statistics	Score	
NL	X	X			2			X	0.5	X	X			2	4.5
AT	X	X			2	X			1	X		X		2	5
PL	X				2				0	X	X			2	4
PT			X		0.5		X		0.5	X				2	3
RO	X				2				0					0	2
SI			X		0.5	X			1	X				1	2.5
SK	X		X		2	X			1	X	X			2	5
FI		X			1	X			1	X	X			2	4
SE	X	X			2	X		X	1	X	X			2	5
UK	X	X			2	X			2		X			1	5
EU-28	13	11	12	8	1.39	9	8	9	0.96	24	6	12	4	1.54	3.89

Note: 'X' indicates 'Yes'

Source: data collected January – April 2013 (EIGE)

Table 17: Publications and websites, 2012

Member State	Publications devoted to gender statistics		Frequency	Link to websites on gender statistics	
	Title			Specific website on gender statistics	Website with a section on gender statistics
BE	Women and men in Belgium. Statistics and gender indicators.		Every 4 years		<a href="http://igvm-iefh.belgium.be/fr/statistiques/">http://igvm-iefh.belgium.be/fr/statistiques/</a> <a href="http://igvm-iefh.belgium.be/nl/statistieken/">http://igvm-iefh.belgium.be/nl/statistieken/</a>
	Women on top		Every 4 years		
	Belgian Gender and Income Analysis (BGIA)		Every year		
BG	The Bulletin of the National Employment Agency		Every year		<a href="http://www.nsi.bg/">http://www.nsi.bg/</a> <a href="http://www.nssi.bg">http://www.nssi.bg</a>
CZ	Focus on Women and Men		Every year		<a href="http://www.czso.cz/csu/2012edicniplan.nsf/engpubl/1413-12-eng_r_2012">http://www.czso.cz/csu/2012edicniplan.nsf/engpubl/1413-12-eng_r_2012</a>
DK					
DE	Gender Equality Atlas of Germany (Atlas zur Gleichstellung von Frauen und Männern in Deutschland)		Every second year		
	Women and Men in Different Phases of Life (Frauen und Männer in verschiedenen Lebensphasen)		Every third year		
	Women and Men in the Labour Market (Frauen und Männer auf dem Arbeitsmarkt)		Sporadic		
EE	Gender Equality Monitority (Soolise võrdõiguslikkuse monitoring)		Every 4–5 year		
	Health, Work and Social Life (Tervis, töö- ja sotsiaalelu)		Every second year		
	Mans' Home is the World, Woman's World is Her Home? (Mehe kodu on maailm, naise maailm on kodu?)		Approximately every 3–4 years		
IE	Women and Men in Ireland		Every second year		
	Measuring Ireland's Progress		Every year		
	Statistical Yearbook		Every year		
EL					<a href="http://www.isotita.gr/index.php/docs/c6/">http://www.isotita.gr/index.php/docs/c6/</a>

Member State	Publications devoted to gender statistics		Link to websites on gender statistics		Website with a section on gender statistics
	Title	Frequency	Specific website on gender statistics		
ES	Women and Men in Spain (Mujeres y Hombres en España)	Every year	<a href="http://www.inmujer.gob.es/estadisticas/portada/home.htm">http://www.inmujer.gob.es/estadisticas/portada/home.htm</a>		
	Women in Figures (Mujeres en Cifras)	Continuously updated.			
	Third report concerning the situation of women in the Spanish social and labour context (Tercer informe sobre la situación de las mujeres en la realidad sociolaboral española. Informe 01/2011, Consejo Económico y social.)	The second report was published in 2003			
FR	Key figures on gender equality	Every year	<a href="http://femmes.gouv.fr/dossiers/egalite-en-tre-les-femmes-et-les-hommes/chiffres-cles-de-legalite-femmes-hommes-en-2012/">http://femmes.gouv.fr/dossiers/egalite-en-tre-les-femmes-et-les-hommes/chiffres-cles-de-legalite-femmes-hommes-en-2012/</a>		
	'Cross-Functional Policy Document' retraces all budget programmes dedicated to gender equality.	Every year	<a href="http://www.insee.fr/fr/publications-et-services/default.asp?page=abonnements/dossiers_actuel-ite/8_mars_2012.htm">http://www.insee.fr/fr/publications-et-services/default.asp?page=abonnements/dossiers_actuel-ite/8_mars_2012.htm</a>		
	Femmes et hommes — Regards sur la Parité	INSEE édition 2012			
HR	Women and Men in Croatia	Every year		<a href="http://www.ured-ravnopravnost.hr">www.ured-ravnopravnost.hr</a> (Office for Gender Equality of the Government of the Republic of Croatia)	
	Domestic Violence: Legal Framework and Forms of Appearance, 2007–2010	Periodically		<a href="http://www.hzz.hr/default.aspx?id=4137">http://www.hzz.hr/default.aspx?id=4137</a> (Croatian Employment Bureau)	
IT	8th March: Figures on Young Girls- ISTAT 2009 (8 marzo: giovani donne in cifre-ISTAT 2009)	Once			
	Participation of Women in Economic and Social Life-ISTA 2010 (Partecipazione delle donne alla vita economica e sociale-ISTAT 2010)	Once			
	Violence and Harassment Against Women, Inside and Outside the Family-ISTAT 2007 (Violenza e maltrattamenti contro le donne dentro e fuori la famiglia-ISTAT 2007)	Every second year			
CY	The Statistical Portrait of Women in Cyprus	Published twice: in 2008 and 2012		<a href="http://www.cystat.gov.cy/mof/cystat/statistics.nsf/populationcondition_26main_en/populationcondition_26main_en?OpenForm&amp;sub=6&amp;sel=1">http://www.cystat.gov.cy/mof/cystat/statistics.nsf/populationcondition_26main_en/populationcondition_26main_en?OpenForm&amp;sub=6&amp;sel=1</a>	
LV	Women and Men in Latvia	Every second year			
LT	Women and Men in Lithuania	Every year			no answer

Member State	Publications devoted to gender statistics		Link to websites on gender statistics		Website with a section on gender statistics
	Title	Frequency	Specific website on gender statistics		
LU	Statistics on domestic violence	Every year			
	Men and Women in the Labour Market	Every second year			
	Men and Women in Decision-making	Every second year			
HU	Men and Women in Hungary	Every year			No answer
MT	Labour Force Survey	Four times a year	<a href="http://www.nso.gov.mt/site/page.aspx?pageid=27">http://www.nso.gov.mt/site/page.aspx?pageid=27</a>		
NL	Emancipatie Monitor, Regular statistics of the National Central Bureau for Statistics do present disaggregated data on relevant areas such as labour, health, motherhood and career etc.	Every year	<a href="http://www.mensenrechten.nl/">http://www.mensenrechten.nl/</a> <a href="http://www.cbs.nl/nl-NL/menu/themes/arbeid-sociale-zekerheid/nieuws/default.htm">http://www.cbs.nl/nl-NL/menu/themes/arbeid-sociale-zekerheid/nieuws/default.htm</a>		
AT	Women's Report 2010	Once	<a href="http://www.frauen.bka.gv.at/site/5645/default.aspx">http://www.frauen.bka.gv.at/site/5645/default.aspx</a>	<a href="http://www.statistik.at/web_de/statistiken/soziales/gender-statistik/index.html">http://www.statistik.at/web_de/statistiken/soziales/gender-statistik/index.html</a>	
	Gender Index 2011 and 2012	Every year			
PL	Women in Poland (Kobiety w Polsce) Statistical Yearbook, 2012	Once in 2007		<a href="http://www.stat.gov.pl/cps/rde/xbcr/gus/PUBL_Kobiety_w_Polsce.pdf">http://www.stat.gov.pl/cps/rde/xbcr/gus/PUBL_Kobiety_w_Polsce.pdf</a>	
	Women and Men in Labour Market, 2012	Every year			
PT	Gender Equality in Portugal	Every second year		<a href="http://www.ine.pt/xportal/xmain?xpid=INE&amp;xpgid=ine_perfgenero&amp;menuBOU=13707294">http://www.ine.pt/xportal/xmain?xpid=INE&amp;xpgid=ine_perfgenero&amp;menuBOU=13707294</a>	
RO					
SI	Report on the Implementation of the Resolution on the National Programme for Equal Opportunities for Women and Men Poročilo o izvajanju Resolucije o nacionalnem programu za enake možnosti žensk in moških	Every second year			
SK	Gender Equality	Every year		<a href="http://portal.statistics.sk/files/KrajскеSpravy/KE/gender2012/cely/gender-2012.pdf">http://portal.statistics.sk/files/KrajскеSpravy/KE/gender2012/cely/gender-2012.pdf</a>	
FI	Gender Equality Barometer	Every 4 years	<a href="http://www.stat.fi/tup/tasaarvo/tilastotieto_en.html">http://www.stat.fi/tup/tasaarvo/tilastotieto_en.html</a>	<a href="http://www.minna.fi">www.minna.fi</a>	
SE	Women and Men in Sweden, facts and figures	Every year		<a href="http://www.scb.se/jamstalldhet">http://www.scb.se/jamstalldhet</a>	
UK					Office for National Statistics <a href="http://www.statistics.gov.uk/hub/index.html">http://www.statistics.gov.uk/hub/index.html</a>

Source: data collected January – April 2013 (EIGE)

# Endnotes

1. European Parliament resolution of 17 November 2011 on gender mainstreaming in the work of the European Parliament (2011/2151(INI)) <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-%2f%2fEP%2f%2fTEXT%2bTA%2bP7-TA-2011-0515%2b0%2bDOC%2bXML%2bV0%2f%2fEN&language=EN>
2. <http://cor.europa.eu/en/activities/commissions/ecos/work-in-progress/Pages/women-on-the-boards-of-companies.aspx>
3. For independent equality bodies in charge of promoting equal treatment on several grounds, one of which is sex, an estimate of the total number of employees solely charged with combating discrimination on grounds of sex was requested. In many cases this information was not available.
4. For independent equality bodies in charge of the promotion of equal treatment on several grounds, one of which is sex, an estimate of the total number of employees solely charged with combating discrimination on the grounds of sex was analysed. In many cases this information was not available.
5. See [http://ec.europa.eu/justice/gender-equality/other-institutions/gender-mainstreaming/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/other-institutions/gender-mainstreaming/index_en.htm)









European Institute for Gender Equality

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