

GENDER MAINSTREAMING: STRATEGY FOR PROMOTING GENDER EQUALITY WITH EAPN MEMBERS (National Networks and European Organizations).

November 2020

EAPN EUISG and EXCO

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Introduction

EAPN is the largest independent network of grass-roots antipoverty NGOs based in 32 Countries across Europe and committed to fight against poverty and inequality, rooted in the direct engagement of people facing poverty and exclusion. In 2017, EAPN members formed a **Gender and Poverty Group** which produced two briefings: 1) [A Gender and Poverty in Europe](#) and 2) [Gender based Violence and Poverty in Europe](#). As a result of this work EAPN made a commitment to carry out Gender Mainstreaming within the organization, in order to more effectively promote gender equality within EAPN structures, member organizations and in EAPN policy/advocacy work. Following discussion with the EAPN EU Inclusion Strategies Group (EUISG) and the Executive Committee (EXCO) it was agreed to take steps to progress on gender mainstreaming in 2020-21. This commitment was formally adopted in the EAPN 2020 Work Programme.

The objectives of the Gender Mainstreaming Actions 2020-21 are:

1. To explore the situation related to the gender aspects of EAPN members organizational structures, work (support, campaigning, advocacy, research), and communication materials.
2. To initiate gender mainstreaming processes by increasing the capacities of EAPN members in understanding the importance and ways how to mainstream gender in organizational structures, work, and communication, as well as to provide simple tools to check if they are on the right track.
3. To agree on initial guidelines on mainstreaming gender at the national level (Looking at all things with the eyes of gender).

The actions agreed are:

- An on-line survey for EAPN members (national networks/European Organizations)
- A participative workshop: presenting the EU context, the results of the survey and the participative development of guidelines/recommendations
- A final report to capture the survey and workshop results incorporating the guidelines and recommendations for action in 2021.
- In 2021, a continuation is proposed in the WP 2021 to monitor with members the implementation of the recommendations and to develop EAPN Europe and EU wide recommendations

This Report is structured in two parts. The first part offers a presentation of some key notions and concepts about Gender Equality and Gender Mainstreaming, particularly in the EU context?. In the second part the Survey's results and conclusions are presented to be discussed during the Webinar.

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Women's demonstration - Spain

FIRST PART - GENDER EQUALITY AND GENDER MAINSTREAMING

What is Gender Mainstreaming?

Equal participation of women and men in all aspects of society is crucial for lasting growth and democracy, as well as individual wellbeing of women and men. It also symbolizes a society's level of political maturity.

This ambitious goal, however, is far from being a reality despite substantial progress over the last 40 years spearheaded by the European Union.

Women's relation to the labour market remains largely mediated by men whether as family members, employers or even suppliers of credit. The labour market still favours men over women and reflects and reinforces men's and women's stereotyped roles in the home, polarizing existing divisions despite clear evidence that the lifestyle of the majority of women but also of many men no longer fits into the models of traditional division of labour with men being main breadwinners and women taking majority of responsibilities in unpaid household work and family care.. For example, demand for more balance in work and family life should bring transformation of division of labour in both paid and unpaid work, in employment and family care, yet policies to reconcile these two areas continue to focus largely on the women and particularly in role of mothers.

The failure to transform women's (and thus also men's) position has led policy makers and those in the equality field to question the impact of equal opportunities policies. They realized that society's structures and practices and the relationship between women and men needed a radical rethink to root out the deep-seated and often hidden causes of inequality. The gender mainstreaming approach is the tool used to achieve the integration of gender perspective in all policies, processes, structures in order to achieve that transformation of gender relations toward gender equality.

Gender

- Refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.

Source: UN on Gender Mainstreaming, <https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming>

Equality between women and men (gender equality)

- Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration – recognizing the diversity of different groups of women and men. Gender equality is not a 'women's issue' but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people centered development.

Source: UN on Gender Mainstreaming, <https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming>

Challenging the mainstream

Gender mainstreaming recognizes that initiatives specifically addressed to women, which often operate at the margins of society, although needed, are insufficient on their own to bring major change. While many are innovative and benefit the women who participate directly, they do not affect in a sufficient way the services or resource distribution of mainstream policies and projects and so do little to reduce or end inequalities between women and men.

Gender mainstreaming challenges these mainstream policies and resource allocations. It recognizes the strong interlink between women's relative disadvantage and men's relative advantage. It focuses on the social differences between women and men: differences that are learned, changeable over time and vary within and between cultures.

For example, the unequal use of time by women and men has a direct impact on work patterns and, eventually their life choices. Typical male paid work patterns – full-time continuous employment across the life cycle – impose a constraint on family time budgets. Women provide the flexibility. It is women who reduce their working hours or opt out of full-time careers as and when the family needs dictate. The result is that women continue to form the majority of the unemployed, of the poorly paid, of the caregivers and so on.



MAINSTREAMING A GENDER PERSPECTIVE...

- **In all types of activities (referred to as gender mainstreaming) is a globally accepted strategy for promoting gender equality. Mainstreaming is not an end in itself but a means to the goal of gender equality.**
- **Involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities – policy development, research, advocacy/dialogue, legislation, resource allocation, and planning, implementation and monitoring of programs and projects. Development of an adequate understanding of mainstreaming requires clarity on the related concepts of gender and equality.**

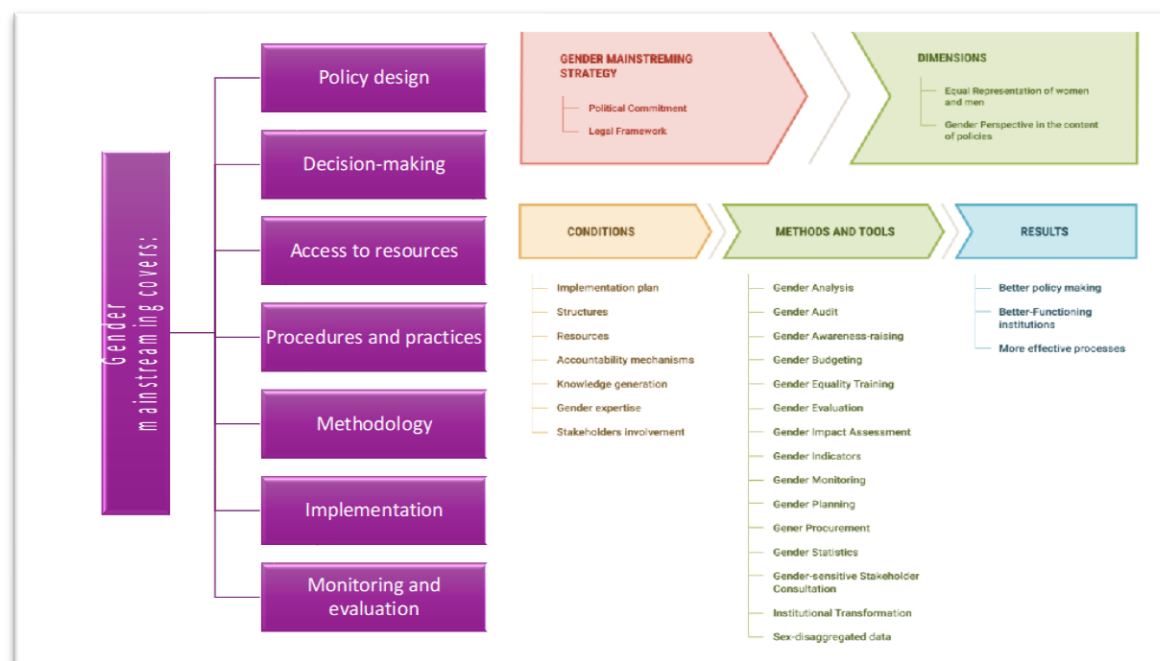
Gender mainstreaming can clear the way to seek common ground and meet the needs of each person, as a group and as an individual, avoiding a vision of the world that is defined solely by the unilateral dominant culture.

Part of the problem is that equality is often perceived as a struggle between one group, in this case men, giving up power and advantage in favour of another group, in this case women. The real challenge is to show that all can benefit from a more equal society build on recognition of difference, which addresses and values individual and group needs.¹

¹ EQUAL Guide on Gender Mainstreaming, Briefing Note n° 2, 2004, available at https://ec.europa.eu/employment_social/equal_consolidated/data/document/gendermain_en.pdf



Source: *Equal Guide on Gender Mainstreaming*



Source: *EIGE*

Enabling conditions for gender mainstreaming

According to EIGE, an effective implementation of gender mainstreaming requires preparation and organization. People in decision-making positions can make a particular difference here, as they have more power to introduce changes.²

² EIGE, What is Gender Mainstreaming? Available at <https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>

Key elements to consider are:

Preparation: set up a plan for the implementation of gender mainstreaming, define steps and milestones, assign tasks and responsibilities, formalize and communicate the plan.

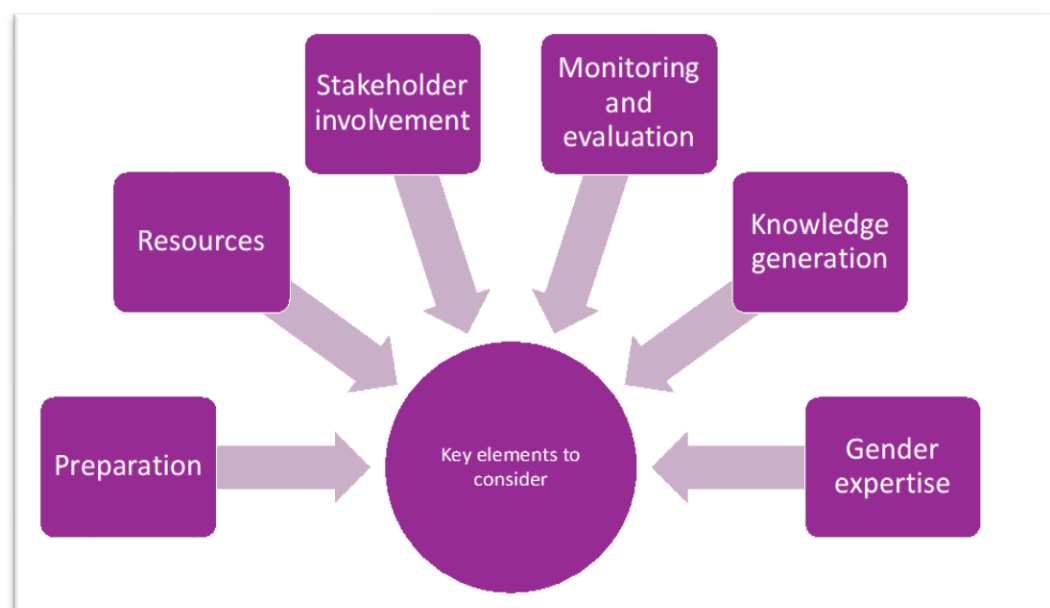
Resources: sufficient resources need to be made available; effective gender mainstreaming requires budget and time. Think about resources for awareness-raising and capacity-building initiatives. The use of special (external) expertise might also be considered.

Stakeholder involvement: close liaison with all policy stakeholders is essential throughout the policy cycle to take on board the concerns, expectations, and views of the target groups. It is recommended to cement opportunities and structures for stakeholder involvement and consultations into the policy process.

Monitoring and evaluation: set in place accountability mechanisms to ensure an adequate follow-up of implementation and progress. Foresee regular reporting and share results.

Knowledge generation: building up knowledge on gender equality and good practices in gender mainstreaming contributes to making the approach more effective. You can contribute to the institutional learning by collecting data and information on indicators, reporting on progress and facilitating experience exchange.

Gender expertise: this expertise should be internal, but the use of special external expertise might be considered as well.



Gender Mainstreaming Agreements - United Nations

The mainstreaming mandate within the UN was reinforced within the United Nations system in three important documents.

The ECOSOC Agreed Conclusions 1997/2

The Agreed Conclusions established some basic overall principles of mainstreaming:

- Responsibility for implementing the mainstreaming strategy is system wide, and rests at the highest levels within agencies, departments, funds, and commissions; and adequate accountability mechanisms for monitoring progress need to be established.
- The initial definitions of issues/problems across all areas of activity should be done in such a manner that gender differences and disparities can be diagnosed – assumptions that issues/problems are neutral from a gender equality perspective should never be made. Gender analysis should always be carried out, separately or as part of existing analyses.
- Clear political will and allocation of adequate resources for mainstreaming, including if necessary additional financial and human resources, are important for translation of the concept into reality.
- Gender mainstreaming requires that efforts are made to broaden women's equitable participation at all levels of decision-making.
- Mainstreaming does not replace the need for targeted, women-specific policies and programs, and positive legislation; nor does it do away with the need for gender units or focal points.

The Secretary General's Communication on gender mainstreaming, 13 October 1997

More concrete directives were provided with the Secretary-General's Communication in October 1997, with the following guidance to heads of departments, programs, funds and regional commissions:

- Analytical reports and recommendations on policy or operational issues within each area of responsibility should take gender differences and disparities fully into account.
- Specific strategies should be formulated for gender mainstreaming; priorities should be established.
- Systematic use of gender analysis, sex-disaggregation of data, and commissioning of sector-specific gender studies and surveys is required.
- Medium-term plans and budgets should be prepared in such a manner that gender perspectives and gender equality issues are explicit.³

The Outcome Document from the General Assembly, 10 June 2000

The Special Session of the General Assembly to follow-up the first five years of implementation of the Platform for Action specifically requested the United Nations to ensure gender mainstreaming through:

- Allocation of sufficient resources and maintenance of gender units and focal points.
- Provision of training to all personnel at headquarters and in the field as well as appropriate follow-up.
- Promotion of full participation of women at all levels in decision-making in development activities and peace processes.

Gender equality: Women's rights in review 25 years after Beijing

Marking the 25th anniversary of the adoption of the Beijing Platform for Action, as well as the first time that progress on the implementation of the Platform is reviewed in light

³ Office of the Special Advisor on Gender Issues and Advancement of Women, GENDER MAINSTREAMING: STRATEGY FOR PROMOTING GENDER EQUALITY 2001, available at <https://www.un.org/womenwatch/osagi/pdf/factsheet1.pdf>

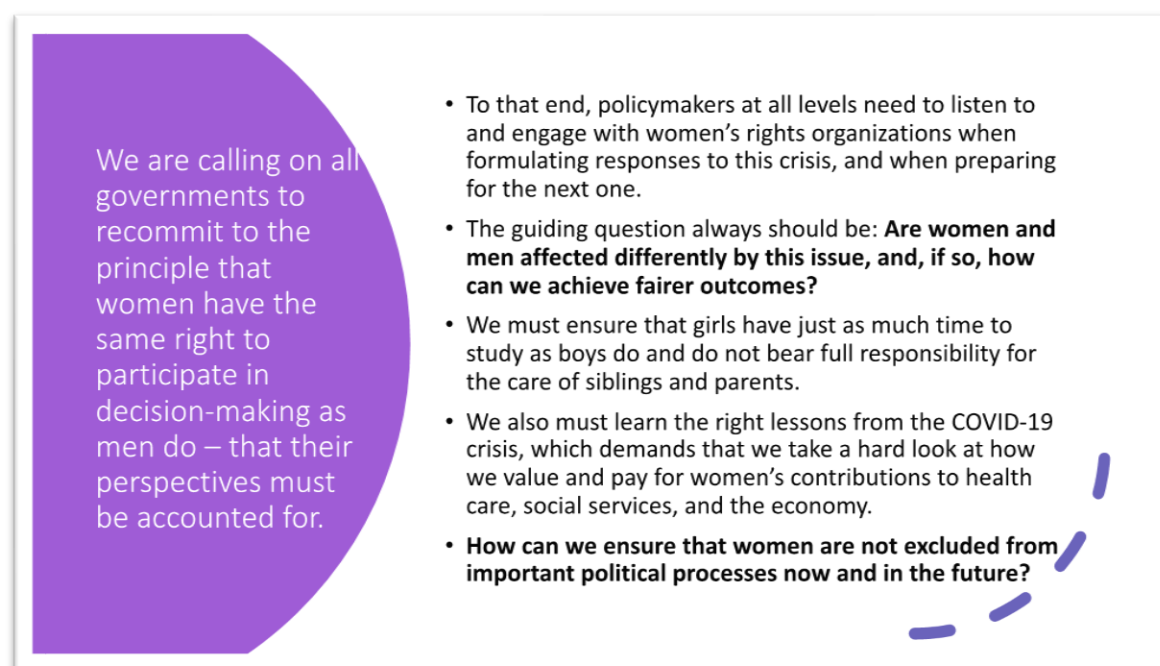
of the 2030 Agenda for Sustainable Development, the report *Gender equality: Women's rights in review 25 years after Beijing* takes an integrated approach to reporting on progress, gaps, and challenges related to the advancement of gender equality and women's rights.⁴ It uses striking data to examine six themes that link the Platform's critical areas of concern and the Sustainable Development Goals:

- Inclusive development, shared prosperity, and decent work
- Poverty eradication, social protection, and social services
- Freedom from violence, stigma, and stereotypes
- Participation, accountability, and gender-responsive institutions
- Peaceful and inclusive societies
- Environmental conservation, climate action, and resilience-building

To ensure that progress is accelerated and achieved across all these themes, the report calls for four catalysts for change:

- Support women's movements and leadership,
- Harness technology for gender equality,
- Ensure no one is left behind, and
- Match commitments with resources.

It highlights that what is needed now is a concerted drive to scale up, expand, and deepen policies and programs that can accelerate the implementation AND mainstream the entire Platform for Action for this generation and the next.



We are calling on all governments to recommit to the principle that women have the same right to participate in decision-making as men do – that their perspectives must be accounted for.

- To that end, policymakers at all levels need to listen to and engage with women's rights organizations when formulating responses to this crisis, and when preparing for the next one.
- The guiding question always should be: **Are women and men affected differently by this issue, and, if so, how can we achieve fairer outcomes?**
- We must ensure that girls have just as much time to study as boys do and do not bear full responsibility for the care of siblings and parents.
- We also must learn the right lessons from the COVID-19 crisis, which demands that we take a hard look at how we value and pay for women's contributions to health care, social services, and the economy.
- **How can we ensure that women are not excluded from important political processes now and in the future?**

⁴ Andurina Espinoza-Wasil, Coordinator (2020), Gender equality: Women's rights in review 25 years after Beijing, United Nations-WOMEN, available at <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/gender-equality-womens-rights-in-review-en.pdf?la=en&vs=934>

SNAPSHOT

There have been important gains since the adoption of the Beijing Platform for Action:



LAWS

Over the past decade, 131 countries enacted

274 legal and regulatory reforms in support of gender equality.

EDUCATION

More girls are in school than ever before.

Parity in education has been achieved on average, at the global level, yet large gaps remain across and within countries.

MATERNAL MORTALITY

The global maternal mortality rate is still too high, (211 deaths per 100,000 live births), but has fallen by

38% between 2000 and 2017.

But there is still work to be done:

POLITICS

1 in 4 seats are held by women in national parliaments.

POVERTY

Globally, women aged 25 to 34 are

25% more likely than men to live in extreme poverty (living on less than US\$1.90 a day).

UNPAID CARE AND DOMESTIC WORK



Women on average do three times as much unpaid care and domestic work as men, with long-term consequences for their economic security.

LABOUR FORCE PARTICIPATION

The gender gap in labour force participation among adults aged 25 to 54 has stagnated over the past 20 years, standing at

31 percentage points.

GENDER PARITY IN THE WORKPLACE

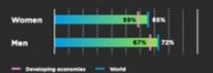
Women are paid

16% less than men, and only



ACCESS TO FINANCE

Share of women and men with an account at a financial institution



YOUTH

of young women

31% aged 15 to 24 are not in education, employment or training in 2020, more than double the rate for young men (14%).

VIOLENCE AGAINST WOMEN

18% of ever-partnered women

aged 15 to 49 experienced sexual and/or physical violence by an intimate partner in the previous 12 months.

CLIMATE JUSTICE

The climate emergency will most affect those with limited access to land, resources or the means to support themselves. Globally,

39% of employed women are working in agriculture, forestry and fisheries, but only

14% of agricultural landholders are women.

ACCESS TO JUSTICE

In most countries with data, less than

40% of women who experience violence seek help of any sort, indicating barriers and lack of confidence in justice systems.

HEALTH

190 million women of reproductive age (15 to 49) worldwide who wanted to avoid pregnancy did not use any contraceptive method in 2019.

Gender Mainstreaming Strategies and Policies – European Union

The instruments developed in the EU were mostly “soft” law, although some examples of “hard” law could be found, as in the case of the Treaty of Amsterdam and the Part-time working Directive, as this type of work affects mostly women. The following chart shows the process since the Treaty of Rome until nowadays.

Graph 1. EU Framework and Policies



Follows the description of the principal instruments corresponding to this process.

European Commission Communication "Incorporating equal opportunities for women and men into all Community policies and activities"

The Treaty of Amsterdam substantially strengthens the legal basis for Community action in favour of equality between women and men. Articles 2 and 3 of the Treaty formalize the Community commitment to gender mainstreaming, by establishing equality between men and women as a specific task of the Community as well as a horizontal objective affecting all Community tasks. The Treaty is therefore of major importance as a legal basis and incentive to further develop the gender mainstreaming policy.

In 1996, the Commission adopted the Communication on "Incorporating equal opportunities for women and men into all Community policies and activities"⁵, a new structure has been put in place under the aegis of the Group of Equality Commissioners with a view to systematically incorporating the equal opportunities dimension in all Community policies and activities. Each Directorate-General is responsible for mainstreaming equal opportunities into its policy areas, and a collaborative inter-service structure of key officials supports the process.

Two years later, in 1998, a follow-up report was published by the Commission explaining barriers and shortcomings remain. It is important to quote the main conclusions regarding those, as many are still valid:

“The outcome in terms of policy is most tangible in the field of external relations, including development co-operation and women's human rights; in the fields of employment policy and the Structural Funds; education, training and youth policies; and in Commission staff and information policies. This is hardly surprising, taking into account that these sectors have more solid traditions than others for taking equal opportunities between women and men into account. There has been a move in these policies and sectors away from isolated measures in favour of women to a more integrated approach, as exemplified by the Third Action Program on Equal Opportunities for women and men in the European

⁵ COM(96)67 final of 21 February 1996, available at <https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:1996:0067:FIN:EN:PDF>

Commission (1997-2000); the Medium-term Community Action Program on Equal Opportunities for Women and Men (1996-2000); and by the adoption and implementation of the Council Resolutions on mainstreaming of equal opportunities into the European Social Funds and on integrating gender issues in development co-operation. The inter-service co-operation and comprehensive mainstreaming of the equal opportunities dimension in the on-going revision of the European Structural Funds General Regulation merits special mention.

Whereas progress is considerable, the barriers and shortcomings are no less apparent. In spite of the large number of activities that are carried on with a view to promoting equality between women and men, the majority are isolated measures without major impact on the overall situation with regard to gender equality. Neither do these activities seriously influence the orientation of mainstream Community policies. While specific measures of positive action will remain crucial in the foreseeable future, as part of a dual approach, mainstreaming demands an altogether more comprehensive approach.

The main barriers to further progress are the following:

- Lack of awareness of gender issues at the decision-making levels.
- Lack of human and budgetary resources allocated to these tasks;
- Lack of gender expertise;

The following steps should be taken in order to overcome the barriers and improve the organizational and methodological framework for gender mainstreaming:

- Awareness-raising, targeting as a priority senior and middle management;
- Large-scale training to develop the necessary gender expertise;
- Gender impact assessment of policies as a regular procedure;
- Gender proofing to guarantee the quality of any legislative proposal and other policy document or Community activity, in terms of the equal opportunities' objective."⁶

European Pact for Gender Equality, 2011-2020

The Council of the European Union launched the Europe 2020 Strategy with little or any mention to gender disaggregated goals, except for employment.⁷

The European Pact for Gender Equality emphasized the importance of using women's untapped potential in the labour market. In the context of Europe 2020, it remarked the need to remove obstacles to women's participation in the labour market, in order to meet the objective of a 75% employment rate, by promoting women's empowerment in economic and political life and taking steps to close gender gaps, combat gender stereotypes and promote better work-life balance for both women and men and so on. This set of instruments was intended to integrate the gender perspective into all policies carried out at European and national levels, by including this aspect in the impact assessments carried out before new policies are developed. The weak point of this Pact was the lack of precise, quantified targets, as well as the lack of binding force to Member States legislation and policies.

⁶ European Commission, Progress report from the Commission on the follow-up of the Communication: "Incorporating equal opportunities for women and men into all Community policies and activities" Brussels, 04.03.1998 COM(1998) 122 final, available at <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:51998DC0122&qid=1455813708847&from=EN#page=6>

⁷ Council conclusions of 7 March 2011 on European Pact for Gender Equality (2011-2020) 2011/C 155/02, available at [https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52011XG0525\(01\)](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52011XG0525(01))

The Commission's 2010-2015 Strategy for Equality between Women and Men (EU internal action)

In 2010, another example of “soft” law was launched by the European Commission, with ambitious and very broad goals, a five-year specific strategy for equality between women and men, which prioritized five key areas for action:

1. Equal economic independence for women and men;
2. Equal pay for work of equal value;
3. Equality in decision-making;
4. Dignity, integrity and ending gender-based violence;
5. Promoting gender equality beyond the EU.⁸

Strategic Engagement for Gender Equality 2016-2020 (EU internal action)

At the end of the 2010-2015, the only observable progress was achieved in the highest employment rate ever recorded for women (64 %in 2014) and their increasing participation in economic decision-making. However, as acknowledged during the launch of the second five-year, new plan, “this upward trend is offset by persistent inequality in other areas, e.g. in terms of pay and earnings”.

The Commission acknowledged that all five key areas identified in 2010 remained valid in 2015. The explanation given was twofold: “more time” was needed to secure the necessary changes and “the recent socio-economic changes resulting from the economic crisis, the rapid spread of digital technology and immigration and integration impact on gender equality” were factors considered to act against the achievement of the goals.

This “Strategic engagement for gender equality 2016-2019” was a reference framework for increased effort at all levels, be they European, national, regional or local. It continues **to corroborate the 2011-2020 European Pact for Gender Equality.**

European Union Gender Action Plan 2016-2020 (EU external action)

The Gender Action Plan for the period 2016-2020 stressed “the need for the full realization of women’s and girls’ full and equal enjoyment of all human rights and fundamental freedoms and the achievement of gender equality and the empowerment of women and girls.”

Its implementation was the joint responsibility of the Commission services and the European External Action Service (EEAS). Coordination and collaboration with EU Member States was to be ensured. An essential part of this framework also was to promote policy coherence with other internal EU policies (Policy Coherence for Development).

“The EU wants a world where the rights of girls and women are claimed, valued and respected by all, and where everyone is able to fulfil their potential and contribute to a more fair and just society. The EU is therefore fully committed to break the vicious cycle

⁸ COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS, “Strategy for Equality between Women and Men 2010-2015”, Brussels, 21.9.2010

of gender discrimination by supporting partner countries to establish a more enabling environment for the fulfilment of girls' and women's rights and to achieve real and tangible improvements in gender equality.

Gender equality is not just a matter of social justice, but also one of "smart economics": women's participation in the economy is essential for sustainable development and economic growth. An OECD study estimated that closing the labour force gender gap by 2030 could yield a potential average gain of 12% in relation to the size of the total economy across OECD countries. If women had the same access to productive resources as men, they could increase yields on their farms by 20-30% and raise total agricultural outputs. This could lift an estimated 100-150 million people out of hunger worldwide, amongst other benefits.

Overall, evidence shows that when women are given equal opportunities and access to resources and to decision-making, communities are more prosperous and more peaceful. The EU wants to assist partners in effectively using this significant transformative potential.”⁹

The EU has been advocating for gender equality in three ways: first, for gender equality to be a stand-alone goal in the new global agenda for sustainable development; secondly, for gender equality to be mainstreamed in all other goals; thirdly, for data to be collected in a sex-disaggregated way. In addition, the new framework aligns itself with the priorities identified at global level. Most of the indicators proposed in it are based on the proposed Sustainable Development Goals (SDGs) indicators. As the SDGs will be formally adopted at the United Nations later this week, the indicators will be reviewed in 2016 to fully align with the final set of SDGs and the finalized set of SDG indicators.

EAPN reaction to the EU Strategy on Gender Equality

In 2017, the informal Gender and Poverty working group of EAPN EU published a Briefing Note analysing the situation of women and gender inequality in Europe, as well as assessing the soft law developed by the European institutions on these issues.

The Note stated that quantitative and qualitative facts showed very slow progress in gender equality and gender mainstreaming, particularly in relation to women in poverty, vulnerability and social exclusion.

Therefore, EAPN made 10 demands to the EU, national and local governments, other institutions and companies:

1. Cease gender discrimination of women in the labour market and in institutions due to their attributed gender role in society.
2. Increase female labour participation and the economic independence of women, providing affordable childcare facilities.
3. Eliminate gender pay, earnings and pension gaps and thereby fight poverty among women.
4. Sanction any discrimination process against women.
5. Combat gender-based violence, protect and support victims.
6. Support maternity and childcaring as a key role in society, if this is a free decision made by women.
7. Provide reconciliation measures for both parents.
8. Promote equality in decision-making within households.

⁹ EU Gender Action Plan 2016-2020, available at <https://europa.eu/capacity4dev/public-gender/wiki/eu-gender-action-plan-2016-2020>

9. Support single parent households.
10. Target specific anti-poverty measures to specific vulnerable groups of women, such as trafficking victims, refugees, and ethnic minorities.

EAPN also proposed educational changes through campaigns and political advocacy to:

1. Eradicate gender stereotyping.
2. Promote girls' careers in all-male professional areas.
3. Promote equal distribution of child-caring and household chores since early age.
4. Teach a non-violent masculinity model, particularly among children and adolescents.

[When the woman starts talking, the men switch off – Christine Lagarde on why gender parity takes so long](#) is a reflection about the reasons why another 170 years more should be needed to close the economic gender gap (data from the World Economic Forum).¹⁰

2019 European Parliament Assessment of the 1996 European Commission Communication

The European Parliament, in *At a Glance* briefing published in January 2019, reflected on the progress in the 25 years that elapsed since the 1996 Communication. The document acknowledged that “in some areas, such as education and employment, the gender dimension is evident. In others, such as trade or climate change, it may be less immediately apparent. Yet, across the spectrum, including in these seemingly 'neutral' fields, policy may have different impacts on women and men, and may inadvertently perpetuate inequality or discrimination.”

They praised “Gender Mainstreaming” as one of the key tools developed to ensure that these impacts are considered. As defined by the European Commission in 1996, it means ***'not restricting efforts to promote equality to the implementation of specific measures to help women but mobilizing all general policies and measures specifically for the purpose of achieving equality'***.

The Parliament mentioned that “incorporating gender can make the difference between addressing or failing to address people's needs, and between good or ineffectual, or even counter-productive, policy.”

It was also mentioned that the Commission adopted guidelines and a gender-age indicator (EIGE gender equality indicator) to ensure that a gender perspective is systematically included in this sector, whilst in development cooperation, the Commission worked towards a target of mainstreaming gender actions across 85 % of all new initiatives by 2020. The European Parliament, amongst others, highlighted the importance of gender sensitive responses to the challenges of migration, development, trade, climate change, and digitalization. **As the 2020 EU gender equality index shows, there are many remaining gender gaps in the EU, which require gender-sensitive policy responses.**

The European Pillar of Social Rights and Gender Equality

Gender equality is set on the agenda of the **EU Pillar of Social Rights** in relation to those women and men currently in employment. This could also be interpreted as a failed opportunity to build a more gender balanced EU.

¹⁰ The World Forum, 2017, <https://www.weforum.org/agenda/2017/01/when-the-woman-starts-talking-the-men-switch-off-davos-participants-on-why-gender-parity-is-taking-so-long/>

The graphic features a large purple semi-circle on the left side. Inside this semi-circle, the text 'European Pillar of Social Rights' is written in white. To the right of the semi-circle, the text 'PRINCIPLE 2. Gender equality' is displayed in bold black font. Below this heading, there are two bullet points in black text. In the bottom right corner of the white area, there are three short, curved purple lines.

European Pillar of Social Rights

PRINCIPLE 2. Gender equality

- Equality of treatment and opportunities between women and men must be ensured and fostered in all areas, including regarding participation in the labour market, terms and conditions of employment and career progression.
- Women and men have the right to equal pay for work of equal value.

The only indicators chosen to monitor this Principle at the Social Scoreboard are:

- **Gender Employment Gap** (The gender gap in part-time employment is defined as the difference between the share of part-time employment in total employment of women and men aged 20-64. The indicator is based on the EU Labour Force Survey.)¹¹
- **Gender Gap in Part-time Employment** (The gender gap in part-time employment is defined as the difference between the share of part-time employment in total employment of women and men aged 20-64. The indicator is based on the EU Labour Force Survey.)¹²
- **Gender Pay Gap in unadjusted form - % of average gross hourly earnings of men** (The indicator measures the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. The indicator has been defined as unadjusted, because it gives an overall picture of gender inequalities in terms of pay and measures a concept which is broader than the concept of equal pay for equal work. All employees working in firms with ten or more employees, without restrictions for age and hours worked, are included).¹³

Therefore, the Pillar does not take into account:

- **The gender gap related to economic inactivity**, that is those working-age women who decide to be out or are forced to be out of the labor market- frequently due to reproductive responsibilities and care work.
- **The gap in leaves of absence between men and women**, as women often decide to interrupt/suspend their work careers in order to provide care for the family members.
- **The in-work poverty gap**, as most of the workers at risk of poverty are women.

¹¹ <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=tesem060>

¹² https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=tepsr_lm210

¹³ https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=sdg_05_20

- The pension gap, a differential of nearly 40 percentage points, produced by the previous gaps.

Other related indicators which could have been considered (but are not):

- The rate of women and men among those in extreme poverty (40% of the median threshold)
- The rate of women and men at decision making jobs in public and private sectors.
- The rate of women and men who are high earners/taxpayers.
- The rate of women and men at STEM professions.
- It also fails to consider indicators of gender inequality outside employment - ie in division of care responsibilities, poverty rates of single parents mainly women? women in education/training

Gender Equality Index: Progress in gender equality in European Union since 2005

According to EIGE, who monitors progress since 2005, the European Union has been moving towards gender equality at a snail's pace.¹⁴

The Gender Equality Index is a composite indicator that measures the complex concept of gender equality and, based on the EU policy framework, assists in monitoring progress of gender equality across the EU over time. Each year, EIGE scores the EU Member States and the EU as a whole to see how far they are from reaching gender quality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality. The scores are based on the gaps between women and men and levels of achievement in six core domains – work, money, knowledge, time, power and health – and their subdomains. Two additional domains are included in the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, (dis)ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence. The Index is composed of 31 indicators. The Gender Equality Index 2020 also includes a thematic focus on digitalisation and the future of work.

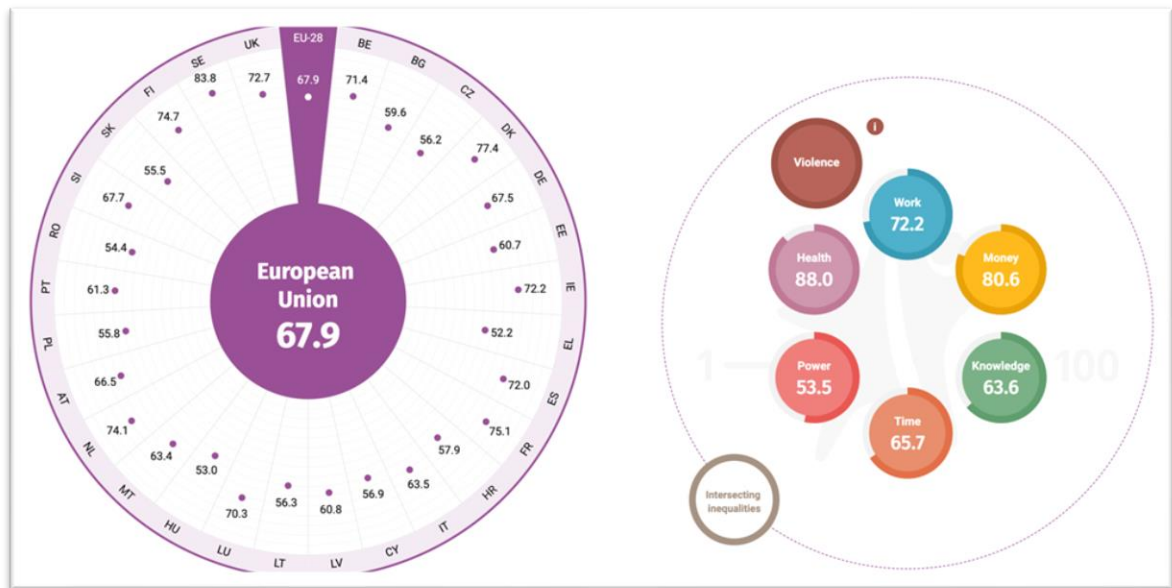
With 67.9 out of 100 points, the EU has a long way to go before reaching gender equality. The Gender Equality Index score has increased by only 4.1 points since 2010 and 0.5 points since 2017. At this pace of progress – 1 point every 2 years – it will take more than 60 years to achieve gender equality in the EU.

The EU is closest to gender equality in the domains of Health (88 points) and Money (80.6 points). Gender inequalities are most worrying in the domain of power (53.5 points). Other domains also stagnated are: Work is 72.2, Time is 65.7 and Knowledge is 65.7.

Although the EU has progressed towards gender equality, **developments are uneven between Member States.** Sweden (83.8 points) and Denmark (77.4 points) are consistently the most gender-equal societies. Greece (52.2 points) and Hungary (53.0

¹⁴ EIGE is the European Institute for Gender Equality. EIGE collects, analyses, processes and disseminates data and information on gender equality issues, whilst at the same time making them comparable, reliable and relevant for the users. As an autonomous body, EIGE operates within the framework of European Union policies and initiatives. The European Parliament and the Council of the European Union defined the grounds for the Institute's objectives and tasks in its Founding Regulation and assigned it the central role of addressing the challenges of and promoting equality between women and men across the European Union.

points) have the longest way to go. In some domains, progress has slowed, stalled or even regressed. **We are still far from the finish line.**



Source: EIGE, EU Gender Equality Index, 2020, <https://eige.europa.eu/gender-equality-index/2020>

Gender Equality Strategy 2020-2025



According to the European Commission, the EU has made some progress in gender equality over the last decades, although the remaining tasks are even greater. Despite some advances in equal

treatment legislation, and a partial gender mainstreaming, gender gaps remain high. **The arrival of the first President of the European Commission, with a public position on gender equality, could become a turning point.**



"Gender equality is a core principle of the European Union, but it is not yet a reality. In business, politics and society as a whole, we can only reach our full potential if we use all of our talent and diversity. Using only half of the population, half of the ideas or half of the energy is not good enough."

President Ursula von der Leyen

The EU Gender Equality Strategy 2020-2025 delivers on the von der Leyen Commission's commitment **to achieving a Union of Equality**. The Strategy presents

policy objectives and actions to make significant progress by 2025 towards a gender-equal Europe. The goal is a Union where women and men, girls and boys, in all their diversity, are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our European society.

The key objectives are ending gender-based violence; challenging gender stereotypes; closing gender gaps in the labour market; achieving equal participation across different sectors of the economy; addressing the gender pay and pension gaps; closing the gender care gap and achieving gender balance in decision-making and in politics.

The Strategy pursues a dual approach of gender mainstreaming combined with targeted actions, and intersectionality is a horizontal principle for its implementation. While the Strategy focuses on actions within the EU, it is coherent with the EU's external policy on gender equality and women's empowerment.

THE GENDER EQUALITY STRATEGY ALSO MEANS...

...gender mainstreaming = including a gender perspective in all policy areas, at all levels and at all stages of policy-making. **For example:**

- Specific needs, challenges and opportunities in different sectors, such as transport, energy and agriculture, will be addressed within the Commission's gender mainstreaming actions.
- The Commission will address the gender dimension in its major initiatives responding to European challenges such as climate change and digitalisation.

...intersectionality = All women are different and may face discrimination based on several personal characteristics. For instance, a migrant woman with a disability may face discrimination on three grounds.

- The intersectionality of gender with other grounds of discrimination will be addressed across EU policies.

...and dedicated funding for a gender equal future

- In the next EU budget (2021-2027), gender equality-related projects will be supported and funded through a number of EU programmes: from dedicated grants under the Citizens, Equality, Rights and Values Programme to the big structural, social and cohesive EU funds.



As one of the first deliverables of the Strategy, the Commission will propose [binding pay transparency measures](#) by the end of 2020 (See here: [Gender Equality Strategy 2020-2025](#)).

The COVID-19 crisis has thrown these gender-based differences into even sharper relief. Regional frameworks, multilateral organizations, and international financial institutions must recognize that women will play a critical role in resolving the crisis, and that measures to address the pandemic and its economic fallout should include a gender perspective.

The challenge to change this pessimistic forecast involves taking action at every level and everywhere. The gender equality approach should be mainstreamed through every institution, stakeholder and household, in order to make significant progress. **Civil Society Organizations -as EAPN- are included.**



Women's demonstration, Latvia

SECOND PART - THE SURVEY RESULTS

Understanding organizational practices and processes is central to explaining gender inequality. While women remain clustered in secondary labour markets marked by lower wages, uncertainty, short career ladders, and few if any benefits, most men find employment in primary labour markets characterized by greater economic rewards. Occupational and job segregation continue to be an enduring feature within most firms and institutions. Additionally, gender differences in income, power, authority, autonomy, and status translate into men, particularly white men, enjoying systematic advantages over women. Despite changing social and economic conditions and legislation prohibiting sex discrimination, these inequalities persist and subsequently inform an impressive body of labour market and workplace analyses.

The concept of “gendered organization”, coined by Joan Acker, means that “advantage and disadvantage, exploitation and control, action and emotion, meaning and identity, are patterned through and in terms of a distinction between male and female, masculine and feminine”.¹⁵

The gendered organizational system includes “second generation gender bias” that has replaced overt discrimination with more subtle, less visible forms of prejudice.¹⁶

In this survey, we explored the extent of this situation in EAPN members (national networks and European Organizations), by asking them about the existence of a gender mainstreaming approach and gender equality strategies at their organizations. The survey is intended to provide the state of play within EAPN membership and, together with the participative discussion, it will help to determine future steps.

¹⁵ Acker, Joan (1990) “Hierarchies, Jobs, and Bodies: A Theory of Gendered Organizations”, *Gender and Society* 4: 139-58. Available at: <http://www.csun.edu/~snk1966/J.%20Acker%20Hierarchies,%20Jobs,%20Bodies%20--%20A%20Theory%20of%20Gendered%20Organizations.pdf>

¹⁶ Herminia Ibarra, Robin J. Ely, and Deborah Kolb (2013), “Educate Everyone About Second-Generation Gender Bias” August 21, *Harvard Business Review*, available at: <https://hbr.org/2013/08/educate-everyone-about-second>

The Survey had the following Objectives and Methodology:

Objectives

1. To explore the situation related to the gender aspects of EAPN members organizational structures, work (support, campaigning, advocacy, research), and communication materials.
2. To Initiate gender mainstreaming processes by increasing the capacities of EAPN members in understanding of the importance and ways how to mainstream gender in organizational structures, work, and communication, as well as to provide simple tools to check if they are on the right track.

Methodology

A concise questionnaire was designed and distributed among members with the purpose of getting information and of engaging national networks and EOs in the topic of Gender Mainstreaming.

The questionnaire was filled in by 22 members, 21 national networks and the International Federation of Social Workers, the only European Organization member.

Table 1. List of Members and Names of the Respondents of the Survey

MEMBER	Respondent
Belgium	Judith Tobac
Bulgaria	Douhomir Minev & Maria Jeliaskova
Croatia	Aleksandra Selak Zivkovic
Cyprus	Eleni Karaoli
Czechia	Iva Kuchyňková
Finland	Anna Järvinen
France	Jeanne Dietrich and Helena Jestin
Greece	Dina Vardaramatou
Hungary	Krisztina Jász
Ireland	Irene Byrne
Latvia	Laila Balga
Lithuania	Aistė Adomavičienė
Macedonia	Maja Staleska
Netherlands	Sonja Leemkuil and Jo Bothmer
Norway	Honoratte Muhanzi and Frøydis Jensen
Poland	Ryszard Szarfenberg
Portugal	Paula Cruz, Sandra Araújo, Fátima Veiga, Elizabeth Santos, Maria José Vicente, Júlio Paiva
Romania	Iris Alexis
Serbia	Jasmina Krunić
Slovenia	Živa Humer
Spain	José Javier López
IFSW	Ian Johnston

The average number of organizations belonging to the national network? members is 59, with a minimum of 1 in the case of the International Federation of Social Workers and a maximum of 511 in EAPN Portugal. In the case of Spain, however, the total

number of CSOs related to the regional EAPN networks is 8,000, including the local entities belonging to regional networks.

Gender equality in organizational structure and practices

How many member organizations of National Networks/European Organizations are fundamentally women's rights, women's support groups or another type of women's organization?

The number is low, as 5 members indicated they had none (Belgium, Serbia, Croatia, Poland and the IFSW). Portugal explained that "they did not have this information". Ireland and Latvia said they had 8 each, which is the highest number. There are three members who can count with 5 women's organizations (Greece, Lithuania and France). Cyprus has got 4 and the rest has less. However, if we consider the share of women's organizations in the total, the first place is for France (38.5%), followed by Cyprus (26.7%), Bulgaria (25.0%) and Latvia (21.6%).

Table 2. Number of women's organizations and share on the total of organizations belonging to EAPN Members

	Number Women's Organizations	of Number Organizations	of Percentage %
Ireland	8	170	4.7
Latvia	8	37	21.6
Lithuania	5	51	9.8
Greece	5	35	14.3
France	5	13	38.5
Cyprus	4	15	26.7
Bulgaria	3	12	25.0
Macedonia	2	2	100.0
Finland	2	55	3.6
Romania	1	19	5.3
Netherlands	1	21	4.8
Spain	1	38	2.6
Hungary	1	13	7.7
Czech Republic	1	23	4.3
Norway	1	18	5.6
Slovenia	1	19	5.3
Serbia	0	20	0.0
Belgium	0	4	0.0
Croatia	0	11	0.0
IFSW	0	41	0.0
Poland	0	32	0.0
Portugal	"We don't know"	511	?

What is the main decision-making body of the Organization?

Most of the members acknowledged the existence of a General Assembly who leads the mission and vision, approves the strategic planning or takes the more structural decisions. However, management is in charge of Board of Directors (36% of

respondents) and/or by an Executive Committee (18%). The rest of bodies have different names, but relate to a similar executive rank.

Table 3. Decision-making body of the Organization

Member	Main Decision Body
Lithuania	Board of Directors
Greece	Board of Directors
Portugal	Board of Directors
Latvia	Board of Directors
Hungary	Board of Directors
Norway	Board of Directors
Finland	Board of Directors
Netherlands	Board of Directors and Working Group
Romania	GA and Board of Directors
France	GA and Board of Administration
Macedonia	GA and Executive Board
Serbia	Managing Board
Spain	Steering Committee
Croatia	Executive Committee
IFSW Europe	Executive Committee
Czech Republic	Executive Committee
Poland	Executive Council
Belgium	Executive Committee/ Director
Slovenia	There is no formal decision-making body
Ireland	EAPN Europe/EAPN Ireland
Bulgaria	Administration Council

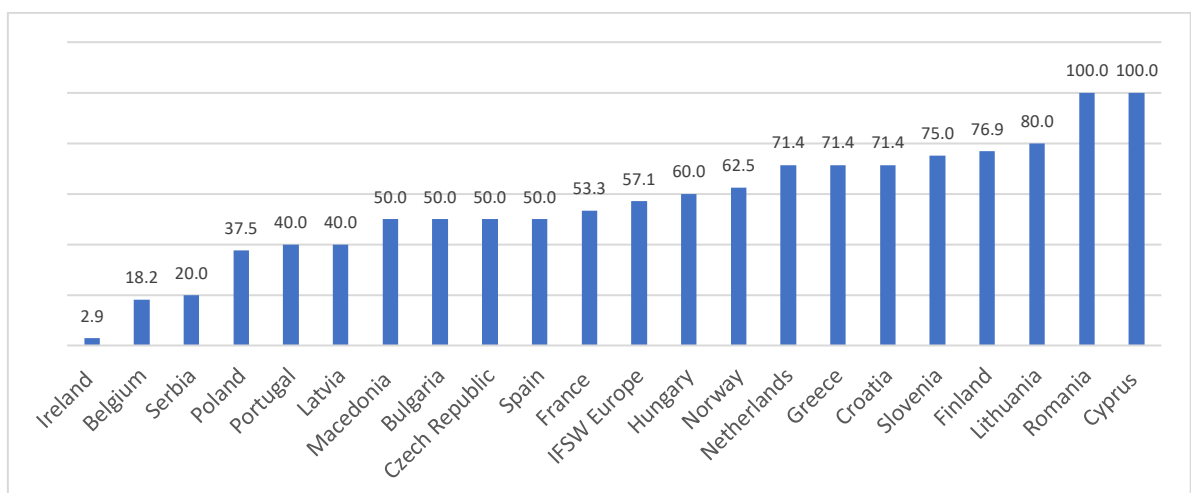
These main decision-making bodies are mostly dominated by men in the cases of Ireland, Belgium, Serbia, Poland, Portugal and Latvia (27% of the respondents). There is a parity between men and women in the cases of Czech Republic, Bulgaria, Macedonia and Spain (18%). The majority is overrepresented by women: France, IFSW Europe, Hungary, Norway, Netherlands, Greece, Croatia, Slovenia, Finland, Lithuania, Romania and Cyprus (55%).

Table 4. Total of persons belonging to the decision-making bodies and share of women

Member	Total of persons belonging to the decision-making body	Number of women
Romania	5	5
Slovenia	4	3
Cyprus	5	5
Hungary	5	3
Lithuania	5	4

Portugal	5	2
Latvia	5	2
Serbia	5	1
IFSW Europe	7	4
Netherlands	7	5
Greece	7	5
Croatia	7	5
Poland	8	3
Norway	8	5
Macedonia	8	4
Czech Republic	8	4
Bulgaria	10	5
Spain	10	5
Belgium	11	2
Finland	13	10
France	15	8
Ireland	170	5

Graph 1. Share of women among the total members of the decision-making bodies, in %



What is the gender of the person who is President or Director of the main decision-making body?

Half of the respondents said their President or Director of the main decision-making body are men and half indicated that they are women.

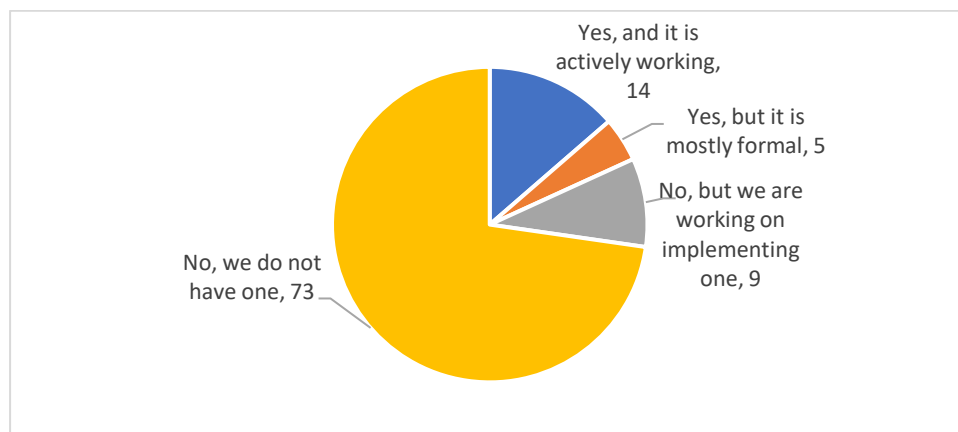
Table 5. Gender of the person who is President or Director of the decision-making body

Female	Male
Romania	Ireland
Slovenia	Finland
Macedonia	Poland
Hungary	Norway
Bulgaria	France
IFSW Europe	Cyprus
Lithuania	Czech Republic
Netherlands	Portugal
Greece	Serbia
Latvia	Spain
Belgium	Croatia

Do you have an internal policy to promote women into leadership roles?

A majority of the networks (73%) does not have an Internal policy to promote women into leadership roles (Romania, Slovenia, Ireland, Finland, Poland, Macedonia, Cyprus, Hungary, Bulgaria, IFSW Europe, Czech Republic, Portugal, Belgium, Serbia, Croatia and Lithuania). Just 14% of members have an internal or affirmative policy to promote women and is actively working (Norway, Netherlands and Latvia), while 9% are working on implementing one (France and Greece). Spain said that they have one but it is not being monitored.

Graph 2. Internal Policy to Promote Women into Leadership roles by members, in percentages



Do you have an equal pay policy?

Among all the networks/EOs who responded to the survey, 7 members (36.3%) have salaried staff (Lithuania, Belgium, Ireland, Norway, France, Portugal and Spain). The other 15 do not have salaried staff.

There has been a degree of confusion in answer this question, as some respondents without salaried staff also answered to it, probably thinking about these opportunities when they hire workers, for example for specific activities or projects. Therefore, the distribution does not reflect the fact that these members actually have paid staff.

- 5 members (22.7%) informed the survey that they do not have an Equal Pay policy (Ireland, Macedonia, Czech Republic, Spain and Croatia).
- 3 members (13.6%) indicated that they have an Equal Pay policy and it is actually being implemented (Latvia, Norway and Bulgaria).
- Portugal is the only member that said they had an Equal Pay policy, but it is mostly formal.

The remaining 4 members indicated “other” options:

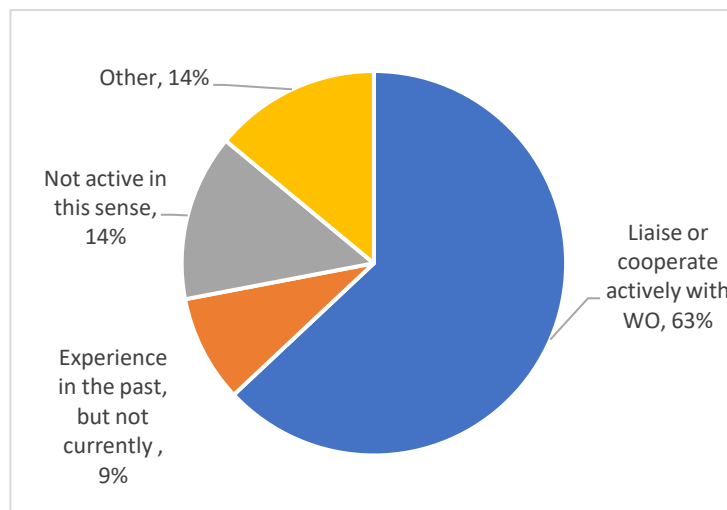
- “We do not have a policy; however, equal pay is ensured when we do employ persons” (Romania)
- “We do not have one. Board is not paid and salary of the employed depends on projects and position” (Lithuania)
- “Pay policy is regardless gender - so it's equal” (Greece)
- “In our sector, wages are determined by legal scales regardless of the gender of the person. Only years of experience count and the function the person performs” (Belgium)

Do you liaise with/cooperate with women’s organizations that specifically address equality between women and men?

Fourteen members (64%) liaise or cooperate actively with women’s organizations that specifically address equality between women and men. Two members had experience in the past, but not currently (Serbia and Norway). Three are not active in this sense (Poland, France and Czech Republic). Finally, three indicated other situations:

- “Not specifically, but of course in the same way as with other member organizations. Before one board member was from women's organizations” (Finland)
- “On specific topics, yes” (Croatia)
- “Other” (Finland)

Graph 3. Liaison and cooperation of members with Women’s Organizations



Does your National Network or European Organization have salaried staff?

Seven members have salaried staff, while the other 15 members' organizations are run by volunteers. It is significant that among those networks with paid staff, 71% of the directors are men, while those networks which are mainly run on a volunteers' basis are mostly (60%) run by women.

Table 6. Distribution of members according they have paid staff or are run by volunteers, and gender of the Director/Manager

Have paid staff		Have only volunteers	
Member Network	Gender of the Director/Manager	Member Network	Gender of the Director/Manager
Lithuania	Female	Romania	Female
Belgium	Female	Slovenia	Female
Ireland	Male	Macedonia	Female
Norway	Male	Hungary	Female
France	Male	Bulgaria	Female
Portugal	Male	IFSW Europe	Female
Spain	Male	Netherlands	Female
		Greece	Female
		Latvia	Female
		Finland	Male
		Poland	Male
		Cyprus	Male
		Czech Republic	Male
		Serbia	Male
		Croatia	Male

Among those member networks with paid staff, the data showed a degree of feminization of the staff, volunteers and interns:

- Most of the employed with permanent contracts are women; Spain and Ireland had the lowest shares (44.4% and 66.7% respectively).

- A similar situation happened with those employed on temporary contracts. Women represent 100% in Lithuania, and Belgium, 80% in Spain and 84.6% in Portugal.
- Volunteers are mostly female in the cases of Portugal, Norway and Spain, while in Ireland male volunteers predominated. France, Lithuania and Belgium do not have volunteers.
- Only France, Spain and Portugal indicated that they have interns currently. Portugal has the highest number, 46, and 87% of them are women.

Table 7. Distribution of employed staff according to their contracts and share of women among the categories

	Employed with permanent contracts	Number of women among those	Share of women, in percentage	Employed with temporary contracts	Number of women among those	Share of women, in percentage
Ireland	3	2	66.7	0	0	0
Norway	2	2	100.0	0	0	0
France	1	1	100.0	0	0	0
Lithuania	3	3	100.0	3	3	100
Portugal	46	40	87.0	13	11	84.6
Belgium	4	4	100.0	1	1	100
Spain	9	4	44.4	10	8	80

Table 8. Distribution of volunteers and interns in those organizations with paid staff and share of women among the categories

	Volunteers	Number of women among those	Share of women, in percentage	Interns	Number of women among those	Share of women, in percentage
Ireland	11	5	45	0	0	0
Norway	18	12	67	0	0	0
France	0	0	0	1	1	100
Lithuania	0	0	0	0	0	0
Portugal	57	40	70	46	40	87,0
Belgium	0	0	0	0	0	0
Spain	120	65	54	1	0	0

Considering both salaried and volunteer work, the general conclusion is that there is a relative degree of equality between men and women in EAPN members' organizations, although women tend to outnumber men in the lower paid/status positions, as administrative services. More details can be seen in the following table:

Table 9. Distribution of positions and share of women among them positions

	MANAGEMENT POSITIONS		POLICY ADVOCACY AND/OR WORK		DIRECT PROVISION	SERVICE	ADMINISTRATIVE SERVICES	
	Total number of persons on that position	Number of women	Total number of persons on that position	Number of women	Total number of persons on that position	Number of women	Total number of persons on that position	Number of women
Romania	1	1	1	1	0	0	1	1
Slovenia	NA	NA	NA	NA	NA	NA	NA	NA
Ireland	1	1	2	1	0	0	1	1
Finland	0	0	0	0	0	0	0	0
Poland	1	0	2	1	0	0	1	1
Norway	8	4	6	5	0	0	2	2
Macedonia	0	0	0	0	0	0	0	0
France	0	0	0	0	0	0	0	0
Cyprus	7	2	N/A	N/A	N/A	N/A	N/A	N/A
Hungary	-	-	-	-	-	-	-	-
Bulgaria	2	1	4	2	0	0	1	1
Czech Republic	1	0	1	1	1	1	1	1
Lithuania	1	1	2	2	0	0	1	1
Netherlands	2	1	5	3	0	0	1	0
Greece								
Portugal	1	1	4	4	0	0	3	2
Latvia	1	1	12	6	4	4	1	1
Belgium	1	1	2	2	0	0	1	1
Serbia	1	1	1	1	0	0	0	0
Spain	2	1	4	1	10	5	2	1
Croatia	7	5	7	5	7	5	2	2

Would you say that there are differences in salaries among women and men performing similar work in the office of your NN/EO?

Excluding 12 members without paid staff, those 7 members that have employees do not acknowledge the existence of a gender pay gap.

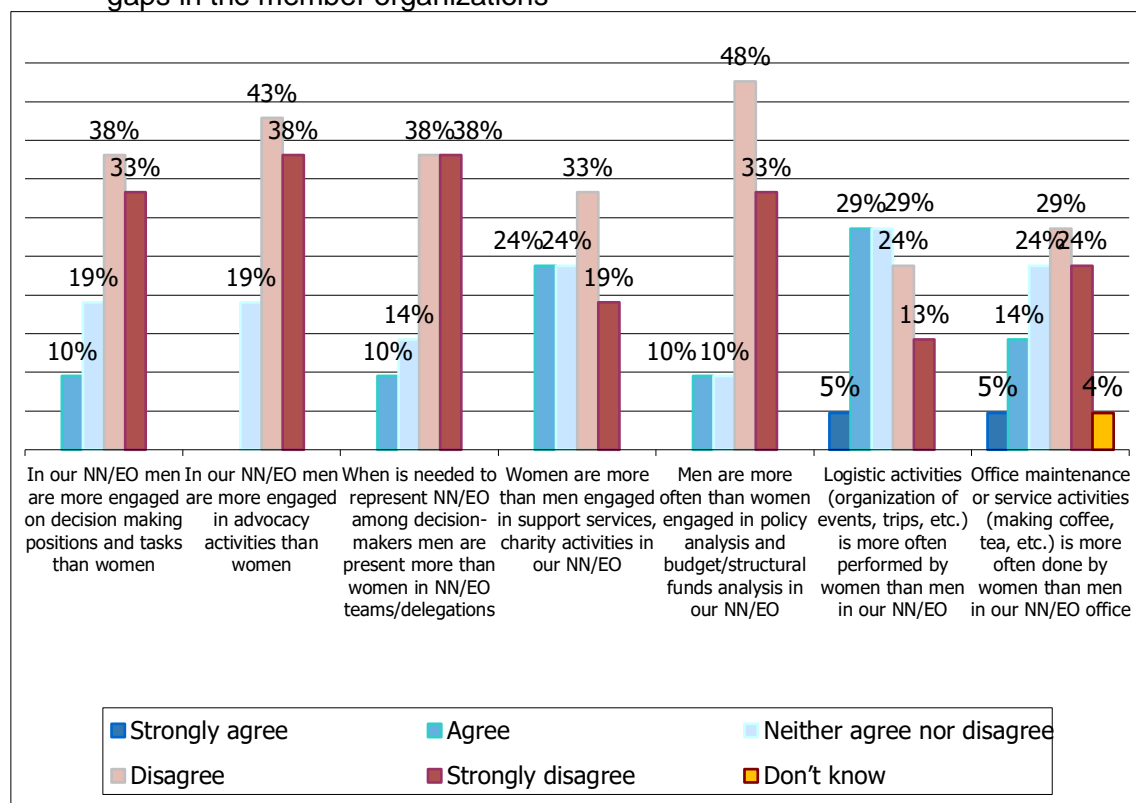
Does any of the following statements apply to your National Network or European Organization?

“Disagreement” or “strong disagreement” were the preferred answers by the majority of respondents towards the following statements:

- 71%: “In our NN/EO men are more engaged on decision making positions and tasks than women”.
- 81%: “In our NN/EO men are more engaged in advocacy activities than women”
- 76%: “When is needed to represent NN/EO among decision-makers men are present more than women in NN/EO teams/delegations”
- 52%: “Women are more than men engaged in support services, charity activities in our NN/EO”
- 80%: “Men are more often than women engaged in policy analysis and budget/structural funds analysis in our NN/EO”
- 53%: “Logistic activities (organization of events, trips, etc.) is more often performed by women than men in our NN/EO”

The only statement that originated more diverse reactions was “Logistic activities (organization of events, trips, etc.) is more often performed by women than men in our NN/EO”. In this case, 34% agreed or strongly agreed, 29% remained neutral and 37% “disagreed or strongly disagreed”.

Graph 4. Degree of agreement or disagreement with statements related to gender gaps in the member organizations

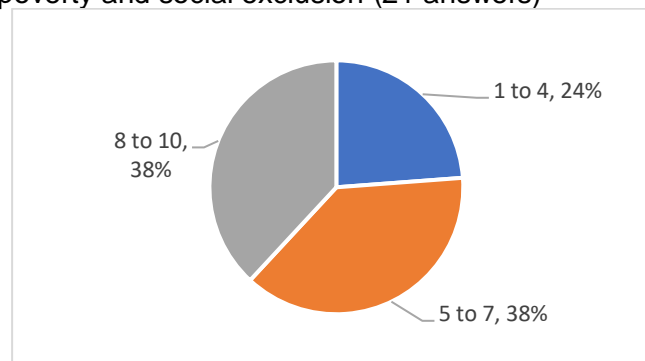


The Poverty analysis

What would you say, how much is your NN/EO engaged in the analysis of different aspects, including the gender and intersectional aspects, forms, issues related to poverty and social exclusion?

The rank of answers ranged from 0 – not at all- to 10. As seen in the chart, these were distributed among a 38% that attributed the maximum scores (Slovenia, Latvia, Norway, Spain, Finland, Hungary, Netherlands, Macedonia), another 38% that scored between 5 to 7 (Ireland, Poland, Bulgaria, IFSW, Portugal, Belgium, Serbia and Croatia) and a 24% that chose the lower scores (France, Cyprus, Czech Republic, Romania and Lithuania).

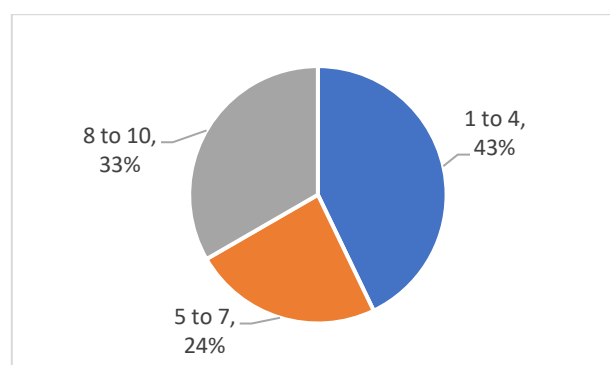
Graph 5. Degree of engagement of the member organization in the analysis of different aspects, including the gender and intersectional aspects, forms, issues related to poverty and social exclusion (21 answers)



How much is the gender aspect included in your analyses of the poverty situation?

In this question, the reply is slightly different from the previous one, showing a certain contrast between a 43% that scored the lowest records (Romania, Ireland, Poland, Norway, France, Cyprus, Bulgaria, Czech Republic and Belgium) and a 33% in the highest (Slovenia, Finland, Macedonia, Hungary, IFSW, Netherlands, Latvia, Portugal, Spain and Serbia). Those members who positioned themselves in the middle scores are the minority, with 24% (Lithuania and Croatia).

Graph 6. Degree of inclusion of gender aspects in the members' analysis of the poverty situation (21 answers)



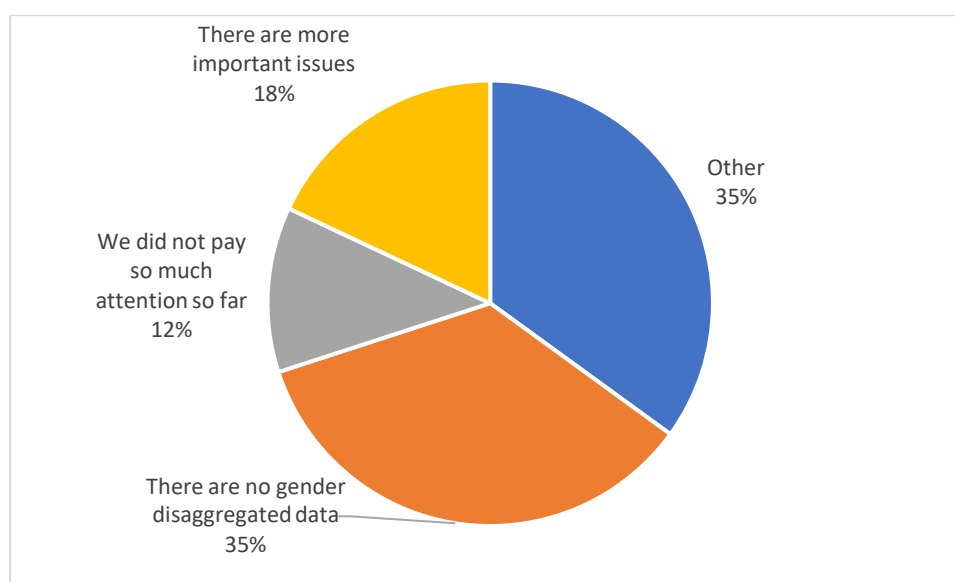
If analyses of poverty are not fully gender-sensitive, what would be the main reason?

Six respondents complained about the lack of disaggregated data (Romania, Poland, Macedonia, IFSW Europe, Portugal, Cyprus), three members (10%) chose the option “there were more important issues” (than gender) (Bulgaria, Latvia and Lithuania), and two (Norway and Czech Republic) the option “We did not pay so much attention to that so far”.

Six respondents selected “other reasons” (than those offered in the questionnaire):

- “Our analysis focuses on marginalized groups including gender” (Ireland).
- “I don't know what is meant by fully gender-sensitive analyses. We note that gender is an essential factor in poverty, but it is not specifically highlighted in our work. In practical work, we note that panel discussions in seminars have both genders, etc.” (Finland).
- “Our members don't have any global and solid expertise on the subject - only prostitution, women victims of violence and women alone with children in emergency housing” (France).
- “Gender is one of the determinants of poverty. Like other determinants, we will certainly include it in our work, but poverty in general remains our main focus” (Belgium).
- “It's difficult to access this properly, having in mind our capacities or lack of it, to be more precise” (Serbia).
- “It's an ongoing process” (Spain).

Graph 7. Explanation of why there are no gender-sensitive analysis of poverty (21 answers)



Did the last "Poverty Watch" produced by your NN/EO at least to some part include gender aspects?

Almost all of the members who replied to the questionnaire (21) have done their 2020 Poverty Watches. Sixteen members (76%) informed that they had included gender aspects in their last Report (2020). There are 5 (24%) members that did not incorporate this approach (Latvia, Poland, France, IFSW and Czech Republic).

Do you think it is needed to include more systematically gender aspect in the future "Poverty Watch" Reports?

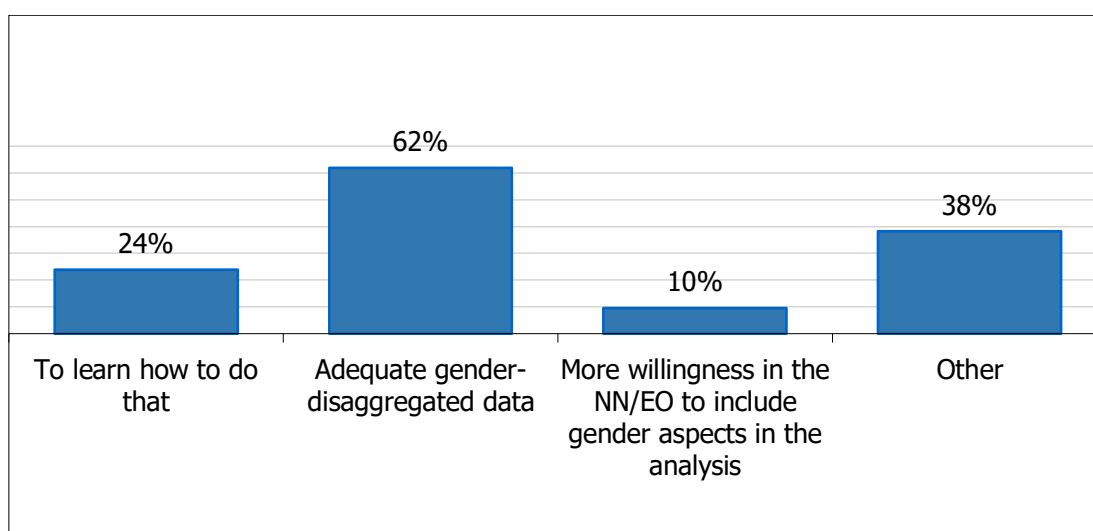
Out of 21 respondents, 18 (84%) confirmed the importance of including the gender aspect more systematically in the future Poverty Watches. Three members did not know or were not sure on how to answer to this question (Finland, Bulgaria and Czech Republic).

What would be needed in your NN/EO to have more systematic gender component of the "Poverty Watch" Report?

This question admitted multiple answers. The preferred was to have access to adequate gender-disaggregated data (62%). 24% indicated their willingness to learn how to do that and 10% suggested more the need of willingness in the NN/EO to include gender aspects in the analysis. The 38% that selected the option "Other" gave the following arguments:

- "We have already some data about this issue in different parts of the Poverty Watch. Of course. we can still try to do better in all respects"
- "More human resources to cover all the topics we would like to cover"
- "Create a section on "Gender problematic?"
- "We lack resources for continuous, structured work which would than result in more appropriate approach to gender issues."
- "It's fine as it is, but more data would be even better".

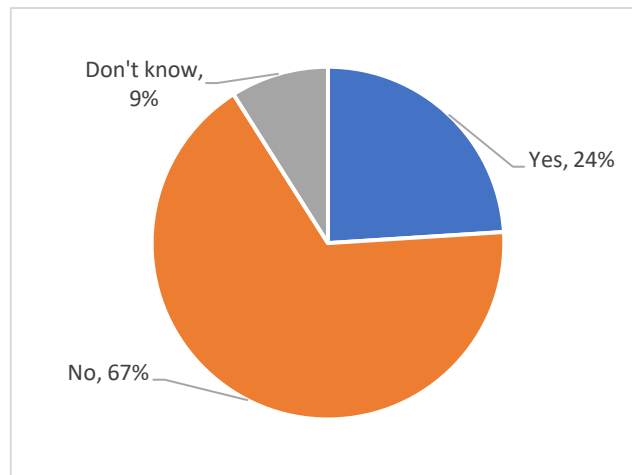
Graph 8. What would be needed in your NN/EO to have a more systematic gender component of the "Poverty Watch" Report? (Percentages do not add up to 100%, as this question admitted multiple answers)



Has your NN/EO during the last 10 years produced any analysis specifically focused on some gender aspects of poverty?

The majority of members did not produce specific gender analysis of poverty in the last 10 years. The 24% that did these studies or surveys were Macedonia, Netherlands, Portugal, Latvia and Spain. Belgium and Ireland didn't know about this.

Graph 9. Production of analysis specifically focused on gender aspects of poverty by members, in the last years (21 answers)



The titles of these documents were the following:

EAPN Netherlands:

- “Conference on Poverty & Children, Gender, violence & Poverty, the position of the young lone parent in social assistance”

EAPN Portugal:

- “Em Foco: Disparidades remuneratórias entre homens e mulheres (<https://www.eapn.pt/documento/631/em-foco-disparidades-remuneratorias-entre-homens-e-mulheres>)”
- “Movie/Documentary: Ciganas (Roma), produced in the scope of Project Romi” (<https://www.eapn.pt/projeto/122/projeto-romi>)

EAPN Latvia:

- Baltic Project - <http://www.eapn.lv/latvija/sieviesu.php> - http://www.eapn.lv/100gadei/20190609_kruizs_stokholma.php - <http://www.eapn.lv/nordplus/> - http://www.eapn.lv/baltic_project_3/ - http://www.eapn.lv/baltic_project_2/ http://www.eapn.lv/baltic_project/

EAPN Spain (Program “Nuevas Miradas” (New insights):

- “Estudio sobre las familias monoparentales perceptoras de rentas mínimas (Single parent families perceiving minimum income)” at https://www.eapn.es/ARCHIVO/documentos/documentos/1568715475_estudio-familias-monoparentales.pdf
- “Género y desigualdad: Empoderamiento y defensa de Derechos de la Mujer en España” (Gender and inequality: empowerment and advocacy of women’s rights)” at <https://www.eapn.es/publicaciones/377/genero-y-desigualdad-empoderamiento-y-defensa-de-derechos-de-la-mujer-en-espana>
- “Checklist para la integración de la perspectiva de género en la elaboración de documentos de EAPN España (Gender checklist for EAPN Spain’s documents)” at <https://www.eapn.es/publicaciones/370/check-list-para-la-integracion-de-la-perspectiva-de-genero-en-la-elaboracion-de-documentos>

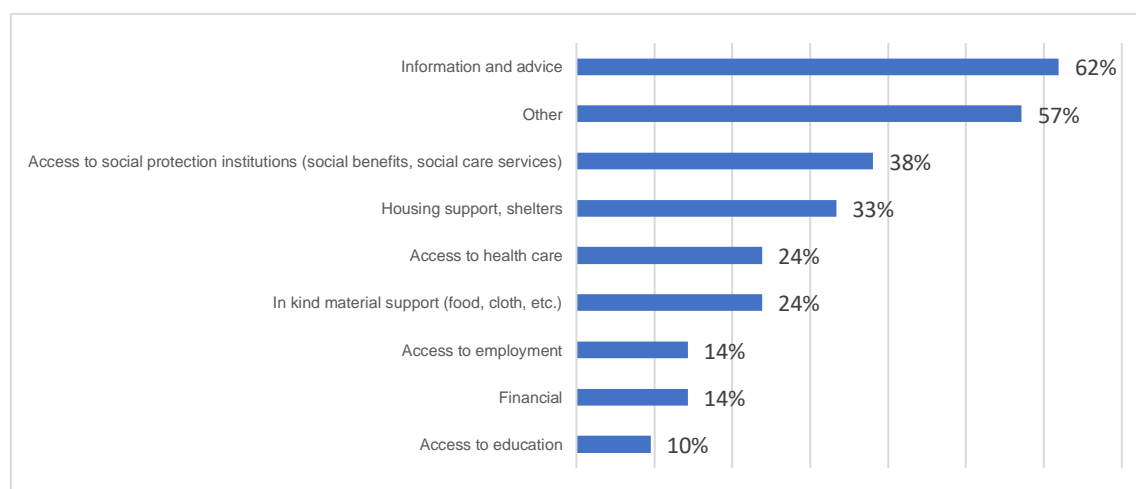
Support Provision

What would be up to 5 main forms of direct support provided to the population under risk of poverty and social exclusion by your NN/EO?

This question admitted multiple answers. The five most preferred were the following: “Information and advice” (62%); Access to social protection institutions (social benefits, social care services) (38%); “Housing support, shelters” (33%); “Access to healthcare” (24%) and “In kind material support” (24%). There is a 57% of respondents who indicated they did not provide direct support or gave other explanations:¹⁷

- “Advocacy, policy analysis, events, training, campaigns on poverty, social exclusion and inequality”
- “Advocacy, networking”
- “We are an advocacy and lobby network”
- “Participation, speech, contact to European and National organizations”
- “Protection from exploitation and abuse”
- “We are an advocacy organization”
- “Local organizations are involved in client participation and/or do have support hours, some local organizations providing meals once or twice a week and do have a second-hand clothes shop”
- “Training; Space for participation within EAPN and in EAPN activities (awareness raising; lobby...)”

Graph 10. Main forms of direct support provided to the population under risk of poverty and social exclusion by your NN/EO (Percentages do not add 100%, as this question admitted multiple answers)



Has your NN/EO ever conducted the gender analysis of support beneficiaries?

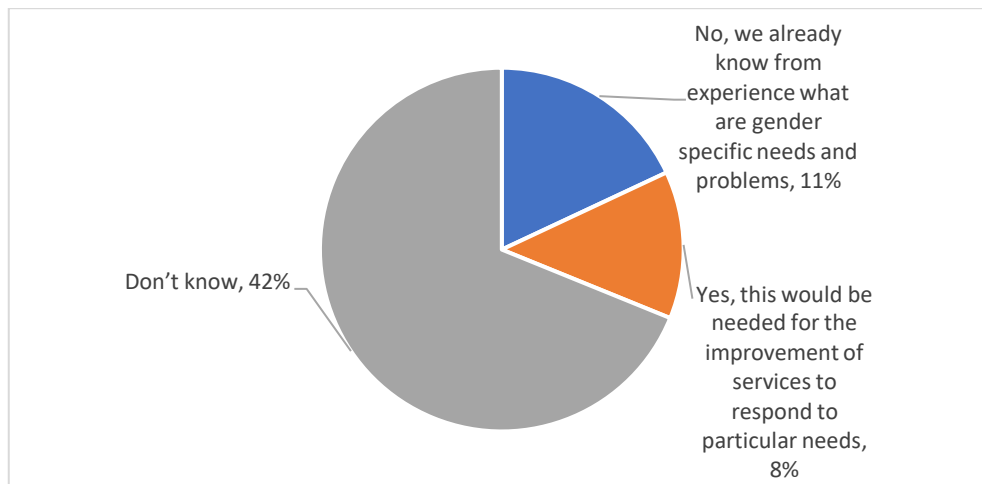
Nineteen of respondents answered negatively and the other 3 said they did not know.

Do you think that your NN/EO would benefit from the gender analysis of beneficiaries and their needs in order to better tailor direct support provision?

¹⁷ Few of the networks provide these services directly, but their member organizations may. Most networks exist to promote together joint research, advocacy, communications and promote participation of PeP

The biggest group indicated they did not know the answer to this question. Only an 8% would be open to incorporate this analysis.

Graph 11. Consideration of the possibility of doing a gender analysis of beneficiaries by members (19 answers)



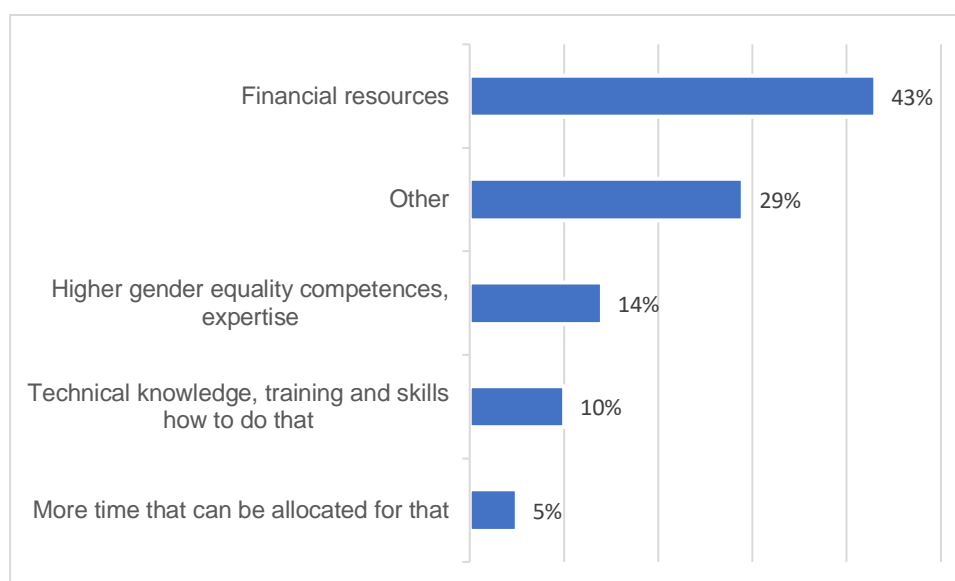
What would be needed for your NN/EO to be able to conduct a gender assessment of the needs of direct support beneficiaries?

43% of the respondents indicated that more financial resources would be helpful for them to conduct a gender assessment of the needs of direct support beneficiaries.

Those who indicated "other" presented the following explanations:

- "Financial resources and time as a resource, all staff are part time and at capacity currently"
- "We do not have our own customers whose needs to assess. Statistics Finland and research institutes collect statistical information on the topic and conduct research. We can use that information for example in PW, but don't have recourses to do your own research"
- "We do not provide any direct support; we are an advocacy and lobbying network"
- "Not relevant for us as it is not our area of work."
- "Include this as a need and discuss with our direct beneficiaries if this is important for them".

Graph 12. Items or elements needed to be able to conduct a gender assessment of the needs of direct support beneficiaries (21 answers)

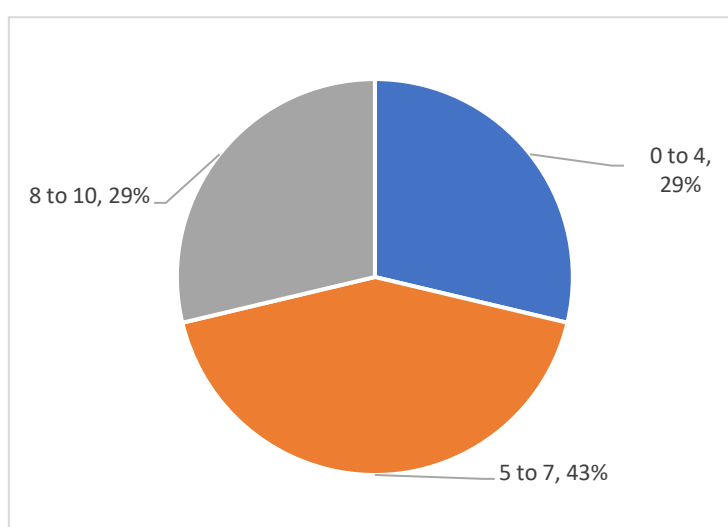


Policy analysis and advocacy

What would you say, how much in your NN/EO, is the gender aspect taken into account during policy analysis?

The options provided ranked from 0 – not at all, to 10 – completely. Most of the respondents acknowledged their consideration of gender aspects during their policy analysis, with scores above 5; only 29% indicated a low or no inclusion at all of these themes.

Graph 13. Consideration of gender aspects into the members' policy analysis (21 answers)

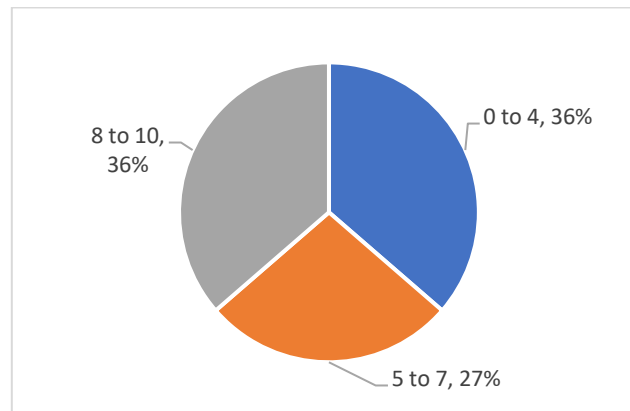


What would you say, how much is your NN/EO gender aspect included in the advocacy activities?

Regarding the advocacy activities, the distribution shows a 36% of members that did not incorporate these themes, while the majority applied them in a certain degree (a 27% that scores in the intermediate positions, meaning that this approach is not continuous,

nor systematic) or fully (a 36% corresponding to those with the highest scores, which usually include the gender aspects in their advocacy strategy).

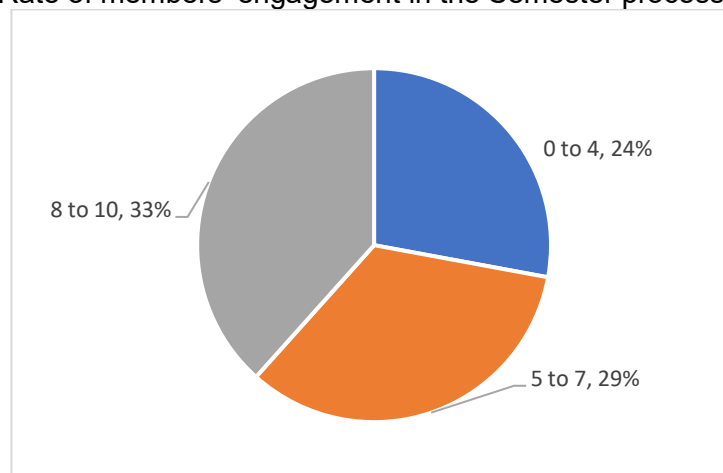
Graph 14. Consideration of gender aspects into the members' advocacy (21 answers)



How would you rate your engagement in the European Semester process? How far do your NN/EO provide comments on NRPs

62% of respondents indicated that their level engagement is over 5, while 24% scored from 0 to 4. In the analysis of this question, it is important to take into account that some members do not belong to the EU or they are a European Organization. 33% gave the highest scores to their level of engagement, while a 29% rated between 5 to 7.

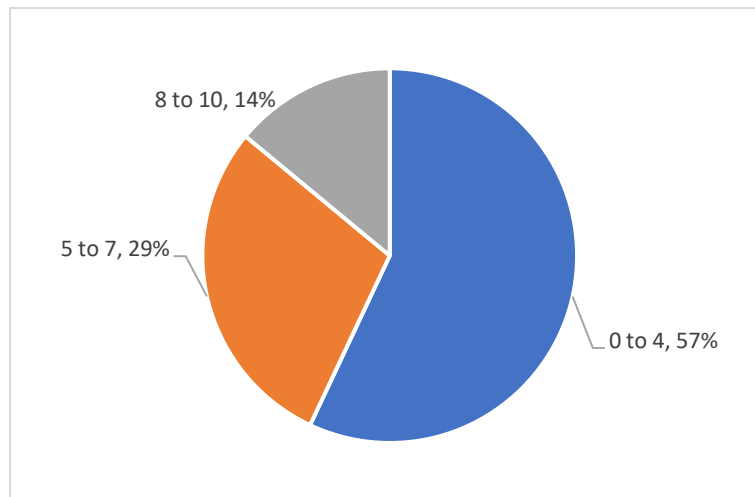
Graph 15. Rate of members' engagement in the Semester process



How would you rate the importance given to the gender aspects in commenting NRPs?

The majority of respondents (57%) did not give much importance to gender aspects in commenting the National Reform Programs of their respective countries. As mentioned in the former question, it should be taken into account that some members do not belong to the EU or they are a European Organization and might have rated this low. Only 14% indicated a high level of importance, while a 29% rated this with intermediate scores.

Graph 16. Importance given by members to gender aspects while commenting their country's NRP



Has your NN/EO conducted any advocacy specifically related to the issues of gender equality or position of women during last 5 years?

The majority (13 members, 62%) answered negatively to this question, (5 members, 24%) said yes and 3 members (14%) responded they did not know. The topics covered by those who answered positively were the following:

- "The increasing number of minor mothers and the need to address this situation by the national authorities"
- "Our advocacy around the income adequacy consistently highlights that women with children, in a lone parent household, are more likely to experience poverty in Ireland, also high child care costs in Ireland are a barrier to women engaging with employment, and the impacts of the COVID-19 crisis on women specifically."
- "Violence against women (speech)"
- "Single parent families"
- "Gender and inequality"
- "Activities around 8th of March"

Has your NN/EO participated in any advocacy activity in cooperation or targeting national/EU bodies/mechanisms/women's organisations for gender equality?

Again, the majority did not participate (12 members, 57%). Those who participated were 7 members (33%) and 2 (10%) did not know. The topic of the event were:

- (Romania) Regular meetings with the National Agency for Equality among men and women (ANES), discussing different issues: domestic violence and the need for shelters at national level and support for women that were abused, trafficking in women and girls, women migration (European mobility and immigrant women working in domestic sector and HORECA)"
- (Finland) NGO's shadow report for UN's Committee on economic, social and cultural rights.
- (Netherlands) Some alliances with the National Women's Council
- (Portugal) EAPN Portugal is a member of the Consulting Board of the National Commission for Citizenship and Gender Equality (CIG - <https://www.cig.gov.pt/>). In this Board EAPN Portugal participates in meetings, follows the implementation of the National Strategy Portugal + Igual and last year EAPN was part of the working group on conciliation. The decision to participate in this specific group

was due to the fact that we are partners in the Transnational Project REGAL - Regaining life for precarious women at work promoted by Beweging (<https://www.eapn.pt/projeto/212/regaining-life-for-precarious-women-at-work-regal>) Also in this scope our staff based in Porto and Faro recently assumed the role of municipal councillors for equality. These councillors are members of Municipal Councils for Equality that monitor the Local Plans for Equality. These plans aim to ensure the integration of the gender perspective in all areas of action of the municipality and they are part of the National Strategy for Equality and Non-Discrimination 2018-2030 (more information: <https://www.cig.gov.pt/municipios/planos-municipais-igualdade/>). EAPN Portugal has been developing from some years now in Castelo Branco the Project: Escolas Crescer na Cidadania (Schools_Growing in Citizenship) which aims to train students in the rights and duties in gender equality and active and democratic citizenship. Similar actions are being developed in Évora. Taking in consideration a vast cooperation with CIG and Presidency of the Council of Ministers EAPN Portugal promotes different events and trainings on gender issues that are key to make advocacy on the topic and awareness raising. All the work developed with Roma Communities assumes Gender as one of the main topics of work.

- (Latvia) EU Pay Transparency Directive see before the project information.
- (Spain). Meetings with the Ministry of Equality and activities around March 8th.

In your opinion, would it be needed to more systematically mainstream gender in your NN/EO future advocacy?

Regarding this question, 13 members (62%) acknowledged the need to further mainstream the gender approach in their future advocacy (Romania, Slovenia, Poland, Norway, Macedonia, France, Cyprus, IFSW, Czech Republic, Portugal, Latvia, Serbia and Spain) while 6 (29%) said it would not be necessary (Hungary, Bulgaria, Lithuania, Netherlands, Belgium, Croatia); 2 members, Ireland and Finland answered that they did not know.

The explanations given to these answers are the following:

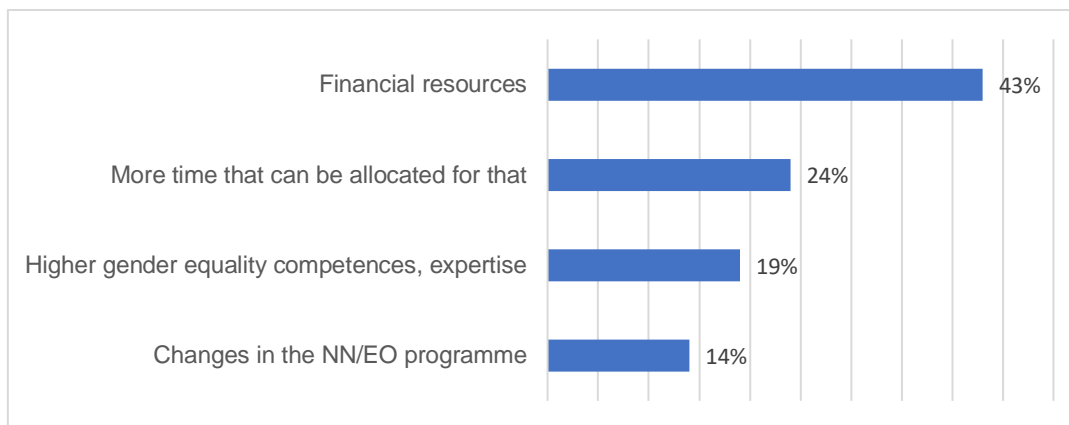
- "This depends on the amount of resources available. For example, the issue of teenage mothers is alarming, and it should be tackled on a medium to long term."
- "The EAPN Slovenia joined EAPN in September 2019. Basically, we just started the network. However, gender equality is strongly integrated in the work of some members of the Slovene network, including myself."
- "Sometimes there is a disconnect between targeting EU bodies for gender equality and the trickle down of that to national level. It feels like 2 separate campaigns would be needed to impact both the national and EU dimensions of gender equality."
- "We are a small network with small resources, and we are not able to do much advocacy work at all. Gender is one underlying factor of poverty that we bring up in PW for example, but we do not have resources to do advocacy work about different target groups."
- "Our NN strongest organizations provide services to the homeless, vast majority of them are men, so there is a need to include minority needs to avoid biased approach which can be harmful to homeless women. Advocacy on the level of European Semester would also benefit, if we include more issues related to the specific needs of women."
- "There must be systematic approach to mainstream gender in our future advocacy."

- "We treat this issue as a horizontal one. The majority of our working group identify themselves as feminist. So, we try to do our best, fighting for gender issues but not directly. We don't have an office, we don't have a paid staff, so it's hard to interpret these questions to HAPN."
- "We are engaged mainly with poverty and inequalities and consider that main issues in these areas are different."
- "IFSW requires all its member organizations and the social workers they represent to uphold a code of ethics which requires them to challenge unlawful and unjustifiable discrimination and the abuse of human rights. However, we need to more systematically evaluate the impact of policies to deal with the structural disadvantage faced by women and other groups in society, both in our own activities and in the general community."
- "If it is relevant on gender we analyse and advocate for it, e.g. poverty of single mothers, single pensioners (female). But we do not want to double the work of Women's lobbying organization which focuses only on gender issues."
- "Gender is a normal part of our work."
- "We think that the team still need more training in this issue and in terms of advocacy and poverty and social exclusion intervention this is still an overlooked topic. We need to do more work on this and put it in the agenda internally in a clearer way."
- "A special paid employee is required."
- "Gender is one of the determinants of poverty. Like other determinants, we will certainly include it in our work, but poverty in general remains our main focus."
- "Particularly among men, there are officers who are not sufficiently gender-aware, or do not mainstream this into their daily work."

What would be needed for your NN/EO to be able to more systematically mainstream gender in advocacy activities?

Regarding the members' needs in order to be able to more systematically mainstream gender in their advocacy activities, 43% indicated more "financial resources", 24% "more time that can be allocated for that", 19% "higher gender equality competences" and 14% "changes in their programs".

Graph 17. Items or elements needed to be able to more systematically mainstream gender in the members' advocacy (21 answers)

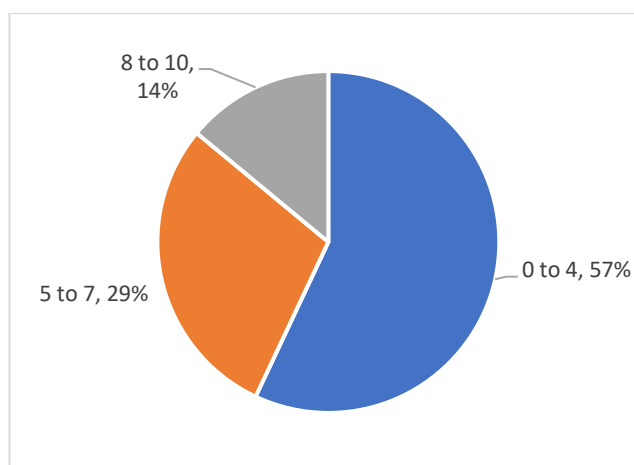


Communication

What would you say, how much is your NN/EO gender aspect taken into account when preparing communication materials?

Most of the respondents (57%) rated this question in the lowest scores, from 0 to 4 points, while the rest responded with more than 5 points: 29% scored from 5 to 7 and 14% from 8 to 10.

Graph 18. Scoring the importance of gender when preparing communication materials



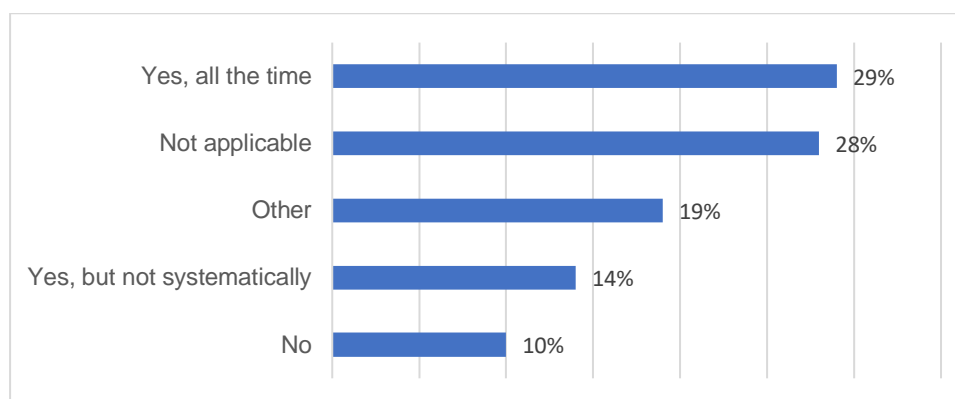
Has your NN/EO been using gender-sensitive language in all communication materials?

The answer to this question is very divided among a 29% committed to gender-sensitive language, and a 14% that utilizes it but not systematically. Only 10% clearly indicated that they were not using it. The issue of images usage was not raised in the questionnaire.

There is also a 28% that selected the option “not applicable” and another 19% who provided their own explanations:

- “We did not provide any material yet, but when we will, definitely we'll use gender-sensitive language.”
- “There is a trend for gender neutral communication in our country.”

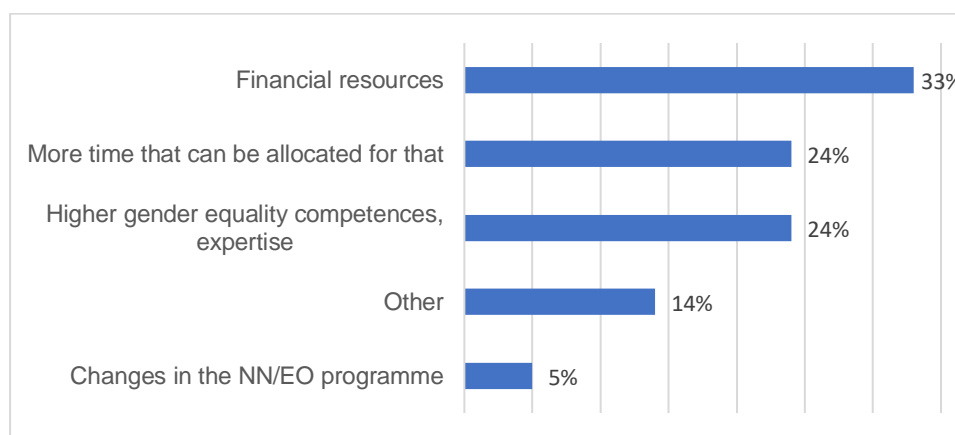
Graph 19. Use of gender-sensitive language in all communication materials



What would be needed for your NN/EO to be able to more systematically take care of gender equality in communication materials?

What members are mostly asking in order to be able to mainstream gender equality in their communication materials are the following elements: more financial resources (33%), more time to be allocated for that (24%) and higher gender expertise (24%).

Graph 20. Items or elements needed to be able to more systematically mainstream gender in communication materials (21 answers)



MAIN FINDINGS

Gender equality in the current structure and organizational aspects of National networks and European organizations

- National networks only sporadically include women's or feminist organizations as members. There is no specific complementarity or synergy between anti-poverty and women's organizations.
- The management structures of the EAPN networks are dominated by men, but women are appointed as director in half of the member networks. In these networks where the women is the director, the majority of workers are unpaid/volunteers

- Only a minority of networks have some kind of internal policy to promote women in leadership roles.
- One third of networks have paid staff and the rest is relying solely on volunteering work. There is clear gender segregation. Women are the majority of the volunteering workforce, while men are the majority of the paid workforce. Among the networks with paid staff, only 3 members (13%) have equal pay policy.
- Another form of segregation is present in participation in different forms of activities: men participate more in the advocacy, policy analysis, lobbying, activities that require interaction with policy makers and assume some level of power, while women are the majority in the workforce/volunteers providing services to different vulnerable groups, which is a part of less valued care economy, and in administrative tasks.
- The poverty analysis carried out by EAPN members is not sufficiently gender sensitive. Less than half of members sporadically pays attention to the gender aspect of poverty, one third pays significant attention with others being in between.
- However, the last Poverty Watches in the majority of cases (75%) included gender analysis, which indicates increased awareness of members to incorporate gender analysis in their work.
- There is awareness among members of the importance of gender mainstreaming. The vast majority (84%) expressed the opinion that gender aspects in poverty analysis need to be included more systematically.
- In order to increase the gender sensitivity of EAPN poverty analysis, the main priorities to increase the access to more adequate gender disaggregated data (in almost 2/3 of members), increased knowledge and skills to conduct gender sensitive analysis (almost 1/4 of members), or increased willingness to do that (10%).
- The majority of members did not produce any specific gender analysis of poverty in recent years.
- Networks providing direct services to people in poverty and social exclusion do not perform any gender specific analysis of their beneficiaries, their needs or assessment of the service adequacy or effectiveness. Only 3 members that are service providers have performed such analysis.
- Furthermore, only a minority of members are aware that they would benefit from such analysis. The majority of networks who are engaged in direct service provision are not sure why they would need such analysis. However, when asked what would be needed to conduct such analysis, they mainly point to the lack of financial resources and not to knowledge, skills or awareness of importance of such analysis.
- In regard to advocacy activities, slightly over 1/3 of members (36%) marginally pays attention to gender aspects, and the same share of members significantly pays the attention to gender aspects with others paying attention moderately.
- Only a small minority of members give significant importance to gender equality in their participation in the European Semester process, ie in their engagement in the NRPs.
- The majority of members did not conduct any advocacy specifically related to the issues of gender equality or the position of women during the last 5 years, nor have they participated in any advocacy activity in cooperation or targeting national, or EU bodies or women's organizations for gender equality.
- However, the majority of members (2/3) acknowledged the need to further mainstream gender equality in future advocacy. For that purpose, they would mainly need more financial resources, then more time to be allocated to these activities and higher gender competencies.

- Little attention is paid to gender equality in EAPN networks' communication materials by the majority of members. Only a minority of members use gender sensitive language. In order to improve the use of gender-sensitive language they will mainly need more financial resources, more time and higher gender equality competences.

Recommendations will follow after the Capacity Building Meeting.

Annex¹⁸

A

Affirmative Action: Measures targeted at a particular group and intended to eliminate and prevent discrimination or to offset disadvantages arising from existing attitudes, behaviours and structures. By affirmative or positive action, we mean action aimed at favouring access by members of certain categories of people, in this particular case, women, to rights which they are guaranteed, to the same extent as members of other categories, in this particular case, men". "In some cases, the reason that discrimination is found to occur is due to the fact that the same rule is applied to everyone without consideration for relevant differences. In order to remedy and prevent this kind of situation, governments, employers and service providers must ensure that they take steps to adjust their rules and practices to take such differences into consideration – that is, they must do something to adjust current policies and measures. In the UN context, these are labelled 'special measures', while the EU law context refers to 'specific measures' or 'positive action'. By taking special measures, governments are able to ensure 'substantive equality', that is, equal enjoyment of opportunities to access benefits available in society, rather than mere 'formal equality'.

C

Capacity building: Capacity building consists of competence development of individual people and system change that enables transformatory processes and effects in institutions,

Competence development: it combines a series of activities that aim at strengthening people's skills and knowledge on a certain matter. A variety of activities can be organised to develop gender competences, such as awareness-raising initiatives, training and coaching. Competence development may occur in several stages of the policy cycle. Besides enhancing people's skills, awareness and knowledge, it may also have a positive impact on their interest and commitment to gender equality.

Consultative techniques: All methods that require interpersonal consultations, such as working or steering groups, think tanks; directories, databases and organisational charts; conferences and seminars; hearings.

D

Direct discrimination: Direct discrimination occurs when a difference in treatment relies directly and explicitly on distinctions based exclusively on sex and characteristics of men or of women, which cannot be justified objectively.

Discrimination against Women: Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. Discrimination can stem from both law (de jure) or from practice (de facto). The CEDAW Convention recognizes and addresses both forms of discrimination, whether contained in laws, policies, procedures or practice.

Dual approach to gender equality: Dual approach refers to complementarity between gender mainstreaming and specific gender equality policy and measures, including positive measures. It is also referred to as twin track strategy.

E

¹⁸ Source: EIGE, Concepts and Definitions

Empowerment of women: The empowerment of women and girls concerns their gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality. This implies that to be empowered they must not only have equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment), but they must also have the agency to use these rights, capabilities, resources and opportunities to make strategic choices and decisions (such as is provided through leadership opportunities and participation in political institutions).

Equal opportunities of women and men: This concept indicates the absence of barriers to economic, political and social participation on ground of sex and gender and other characteristics. Such barriers are often indirect, difficult to discern and caused and maintained by structural phenomena and social representations that have proved particularly resistant to change. Equal opportunities as one of the gender equality objectives is founded on the rationale that a whole range of strategies, actions and measures are necessary to redress deep-rooted and persistent inequalities.

Equal treatment of women and men: Ensuring the absence of discrimination on the grounds of sex, either directly or indirectly.

G

Gender: Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.

Gender analysis: Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situation or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.

Gender audit: A participatory gender audit is a tool and a process based on a participatory methodology to promote organizational learning at the individual, work unit and organizational levels on how to practically and effectively mainstream gender. A gender audit is essentially a “social audit” and belongs to the category of “quality audits”, which distinguishes it from traditional “financial audits”. It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed. It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality. A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and

identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives and sharpens organizational learning on gender.

Gender awareness-raising: The process that aims at showing how existing values and norms influence our picture of reality, perpetuate stereotypes and support mechanisms (re)producing inequality. It challenges values and gender norms by explaining how they influence and limit the opinions taken into consideration and decision-making. Besides, awareness-raising aims at stimulating a general sensitivity to gender issues.

Gender balance: Gender balance is commonly used in reference to human resources and equal participation of women and men in all areas of work, projects or programmes.

In a scenario of gender equality, women and men are expected to participate proportionally to their shares in the population. In many areas, however, women participate less than what was expected based on the sex distribution in the population (underrepresentation of women) while men participate more than expected (overrepresentation of men).

Gender bias: Prejudiced actions or thoughts based on gender-based perceptions that women are not equal to men.

Gender blindness: This term refers to the failure to recognize that the roles and responsibilities of men/boys and women/girls are assigned to them in specific social, cultural, economic, and political contexts and backgrounds. Projects, programs, policies and attitudes which are gender blind do not take into account these different roles and diverse needs. They maintain the status quo and will not help transform the unequal structure of gender relations.

Gender budgeting: Gender budgeting is the 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 contract: A set of implicit and explicit rules governing gender relations which allocate different work and value, responsibilities and obligations to men and women and is maintained on three levels - cultural superstructure – the norms and values of society; institutions - family welfare, education and employment systems, etc.; and socialisation processes, notably in the family.

Gender discrimination: Gender discrimination is defined as: “Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.” [United Nations, 1979. ‘Convention on the Elimination of all forms of Discrimination Against Women’. Article 1]

Discrimination can stem from both law (de jure) or from practice (de facto). The CEDAW Convention recognizes and addresses both forms of discrimination, whether contained in laws, policies, procedures or practice.

Gender equality: This refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will

become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

Gender equality competence: Refers to the skills, attributes and behaviours that people need in order to mainstream gender effectively. It implies theoretical and practical knowledge of the various tools that can be used for this process. It requires recognition of the fact that no political or organisational action is gender-neutral and that women and men are affected by policies in different ways.

Gender equality competence development: A term broader than gender equality training, as it is understood to include a wide range of different educational tools and processes, including:

- Face to face training events and courses of study;
- Staff induction;
- Online modules;
- Guidance materials and compendia of resources;
- Consultancy arrangements;
- Networks for sharing expertise.

Gender equality training: Is a broad concept which encompasses any educational tool or process that aims to make policy-makers and other actors in the EU and Member States more aware of gender equality issues, build their gender competence and enable them to promote gender equality goals in their work at all levels. Gender equality training has been understood to cover a wide range of different educational tools and processes: face to face training events and courses of study, staff induction, online modules, guidance materials and related resources, consultancy arrangements, and networks for sharing expertise.

Gender gap: The gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits.

Gender impact assessment: Examining policy proposals to see whether they will affect women and men differently, with a view to adapting these proposals to make sure that discriminatory effects are neutralised and that gender equality is promoted.

It is an ex-ante procedure that should be performed before the final decision on the policy proposal is taken. It involves comparing and assessing, according to gender relevant criteria, the current situation and trends in relation to the expected outcome resulting from the introduction of the proposed policy. Gender impact assessment is used to assess the impact of a given policy proposal on women and men and on gender relations in general.

Gender indicators: Gender indicators are established to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (based on statistics broken down by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions and feelings). Gender-sensitive indicators allow changes to be measured in the relations between women and men in

relation to a certain policy area, a specific programme or activity, or changes in the status or situation of women and men.

Gender inequality: Unequal access to and control over the various material and non-material resources and assets of the society. In all societies the woman's role is the inferior one in the relationship. There is still no country in the world where women have equal access to power and decision-making, and to decent and well paid jobs

Gender mainstreaming: The systematic consideration of the differences between the conditions, situations and needs of women and men in all Community policies and actions.

Gender mainstreaming is 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 all stages, by the actors normally involved in policy-making.

Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs 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.

Gender neutral: Having no differential positive or negative impact for gender relations or equality between women and men.

Gender neutral means not being associated with either women or men and may refer to various aspects such as concepts or style of language. What is perceived to be gender neutral, however, including in areas of statistics or dissemination of data collected in reference to a population, is often gender blind (a failure to recognize gender specificities).

Gender norms: Gender norms are ideas about how men and women should be and act. We internalize and learn these "rules" early in life. This sets-up a life-cycle of gender socialization and stereotyping. Put another way, gender norms are the standards and expectations to which gender identity generally conforms, within a range that defines a particular society, culture and community at that point in time.

Gender perspective: An analysis from a gender perspective helps to see whether the needs of women and men are equally taken into account and served by [a] proposal. It enables policy-makers to develop policies with an understanding of the socio-economic reality of women and men and allows for policies to take (gender) differences into account. A gender perspective is an instrument for approaching reality by questioning the power relationships established between men and women, and social relationships in general. It is a conceptual framework, an interpretation methodology and critical analysis instrument that guides decisions, broadens and alters views, and that enables us to reconstruct concepts, scrutinise attitudes and identify gender biases and conditionings, for subsequently considering and modification through dialogue their revision.

Gender planning: An active approach to planning which takes gender as a key variable or criteria and which seeks to integrate an explicit gender dimension into policy or action.

Gender position: It refers to women's social and economic standing in society relative to men, for example, male/female disparities in wages and employment opportunities, unequal representation in the political process, unequal ownership of land and property, vulnerability to violence (i.e. strategic gender need/interests).

Gender procurement: Involves the introduction of gender equality requirements into public procurement, in order to use it as an instrument to advance gender equality. It is a question both of ensuring that all citizens are offered equal services, regardless of gender, but also a matter of increasing efficiency and quality of services, since setting a requirement on integrating a gender perspective encourages providers to develop and offer services that are in line with gender equality objectives. The requirements must therefore be clearly defined so that they are easy to follow-up. Continuous monitoring is also essential in order to strengthen the incentives to develop socially responsible services.

Gender relations: The relation and unequal power distribution between women and men which characterise any specific gender system

Gender relations are the specific sub-set of social relations uniting men and women as social groups in a particular community, including how power and access to and control over resources are distributed between the sexes. Gender relations intersect with all other influences on social relations – age, ethnicity, race, religion – to determine the position and identity of people in a social group. Since gender relations are a social construct, they can be transformed over time to become more equitable.

Gender relevance: The question of whether a particular law, policy or action is relevant to gender relations and/or gender equality.

Gender roles: A set of prescriptions for action and behaviour allocated to women and men respectively, and inculcated and maintained as described under 'Gender Contract'. Gender roles refer to social and behavioral norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls (see gender division of labor). Gender-specific roles are often conditioned by household structure, access to resources, specific impacts of the global economy, occurrence of conflict or disaster, and other locally relevant factors such as ecological conditions. Like gender itself, gender roles can evolve over time, in particular through the empowerment of women and transformation of masculinities.

Gender segregation: Gender segregation manifests itself in differences in patterns of representation of women and men in labour market, public and political life, unpaid domestic work and caring, and in young women's and men's choice of education.

Gender sensitive: Policies that take into account the particularities pertaining to the lives of both women and men, while aiming at eliminating inequalities and promoting an equal distribution of resources, addressing and taking into account the gender dimension.

Gender sensitive evaluation: A method of gender mainstreaming which integrates gender equality concerns into the evaluation objectives but also into the evaluation methodology, approaches and use. As part of the programme-cycle approach, it contributes to evidence-based policy making, and when it comes to gender mainstreaming, evaluation is one of the policy processes through which the gender perspective is integrated and mainstreamed across sectors.

Gender specific monitoring: A monitoring approach where the main focus is on realising gender equality.

Gender statistics: Statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Gender statistics are defined by the sum of the following characteristics: (a) data are collected and presented disaggregated by sex as a primary and overall classification, (b) data are reflecting gender issues, (c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives, and (d) data collection methods take into account stereotypes and social and cultural factors that may induce gender biases.

Gender stereotypes: Gender stereotypes are preconceived ideas whereby males and females are arbitrarily assigned characteristics and roles determined and limited by their sex. Sex stereotyping can limit the development of the natural talents and abilities of boys and girls, women and men, their educational and professional experiences as well as life opportunities in general. Stereotypes about women both result from and are the cause of deeply engrained attitudes, values, norms and prejudices against women. They are used to justify and maintain the historical relations of power of men over women as well as sexist attitudes which are holding back the advancement of women”.

Gender-balanced participation: In a strict sense, gender-balanced participation implies equal representation often referred to as parity participation of women and man. However, the general agreement was achieved that the representation of either women or men in any decision-making body in public and political life should not fall below 40%.

Gender-sensitive accountability: Accountability refers to the obligation and responsibility on the part of state structures and public officials to implement gender mainstreaming and achieve gender equality policy objectives, to reporting on progress achieved, and to answerability for failing to meet stated gender equality objectives.

Gender-sensitive institutional transformation: A process that aims to integrate gender equality into the regular rules, procedures and practices of an institution. A successful gender mainstreaming implementation will lead to the transformation of an institution, thus also impacting on the organisational culture. To achieve this, the internal mechanisms of an institution will have to be adjusted within a process of organisational development. This means there is an internal dimension of gender mainstreaming (organisational and personnel development) as well as an external dimension (service provision).

Gender-sensitive language: Language not only reflects the way we think; it also shapes the thinking of listeners or readers and influences their beliefs and behaviour. Gender-sensitive language relates to the use of the written and spoken language so that women and men are equally treated and considered. It requires avoiding talking in generic masculine terms, excluding women or reflecting stereotyped assumptions about gender roles. Being aware of the importance of gender-sensitive language could lead to the promotion of gender sensitivity, and also to a higher degree of precision.

Gender-sensitive monitoring: A periodic follow-up conducted during the implementation of a policy or programme. This includes collection of data and information based on the defined indicators, in order to verify whether goals and measures are being achieved. Gender-sensitive monitoring allows gaps and difficulties to be identified and redressed as soon as possible, so that necessary changes to accomplish what has been planned can be made. Gender-specific monitoring can also be considered, i.e. monitoring that has the approach towards realising gender equality as its main focus.

Gender-specific evaluation: Focuses on the approach that has been followed to realise gender equality. Such evaluation significantly contributes to understanding what works well and where the difficulties are, allowing for fine-tuning of the gender mainstreaming approach in future actions.

Good practices: Any experience or initiative with techniques, methods or approaches that produce effects and results coherent with the definition of gender mainstreaming. They are considered to be effective in delivering gender mainstreaming as a transformative strategy, and therefore deserving to be disseminated and proposed to other organisational contexts.

I

Indirect discrimination: Indirect discrimination occurs where an apparently neutral provision, criterion or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex, unless that provision, criterion or practice is objectively justified by a legitimate aim, and the means of achieving that aim are appropriate and necessary. The concept focuses on the effect of a rule or a practice and takes into account everyday social realities. Indirect discrimination occurs when a law, policy or programme does not appear to be discriminatory, but has a discriminatory effect when implemented. This can occur, for example, when women are disadvantaged compared to men with respect to the enjoyment of a particular opportunity or benefit due to pre-existing inequalities. Applying a gender-neutral law may leave the existing inequality in place, or exacerbate it.

Institutional capacity for gender mainstreaming: Refers to the potential of an institution to deliver upon its gender mainstreaming commitments and the ability to identify and solve implementation problems. Capacity deals with a set of functional conditions that allow elaborating and implementing programmes with better performance.

Institutional mechanisms for (the promotion of) gender equality: Institutional mechanisms/national machinery are essential instruments that governments must establish or reinforce to pursue their obligation to eliminate discrimination on the grounds of sex and to achieve gender equality.

The Explanatory Memorandum to Council of Europe Committee of Ministers Recommendation (2007)¹⁷ on Gender equality standards and mechanisms lists some of the basic requirements for the creation, reinforcement or effective functioning of such institutional mechanisms including among others: “the location and the status of the mechanisms, their legal basis and clear mandate, their authority and visibility, their political recognition and funding, the need for an interdepartmental structure to co-ordinate gender mainstreaming, that must be constituted by representatives with decision-making powers, the development of gender expertise with the necessary tools and instruments, the establishment of effective channels of communication and co-operation with civil society organisations at every level, as well as with international partners and organisations”. The same Recommendation also states that “Specific actions, including positive actions and temporary special measures, addressed at women and society at large, are recognised as the traditional mandate of national institutional mechanisms for gender equality; however, they must be complemented by gender mainstreaming, a strategy which must involve a variety of actors responsible for policies in all sectors and levels of governance”.

Intersectional gender approach: Social research method in which gender, ethnicity, class, sexuality and other social differences are simultaneously analysed.

L

Legal or policy framework for gender mainstreaming: A logical structure that categorises and organises the different institutional policy and legal documents of an organisation in order to draw some general guidance principles that should help design and plan new policies.

M

Methods for gender mainstreaming: Methods relate in this context to general methodological approaches that facilitate the integration of gender into policies and programmes. They utilise different tools in a strategic way and propose coherent systems (or elements of a system) for gender mainstreaming. Again, they can be combined together to collect information, enhance knowledge and shape largely different programmes.

Multiple discrimination: Certain groups of women, due to the combination of their sex with other factors, such as their race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status, are in an especially vulnerable position. In addition to discrimination on the grounds of sex, these women are often subjected simultaneously to one or several other types of discrimination.

P

Practical gender needs: Practical Gender Needs (PGNs) are identified by women within their socially defined roles, as a response to an immediate perceived necessity. PGNs usually relate to inadequacies in living conditions such as water provision, health care and employment, and they do not challenge gender divisions of labour and women's subordinate position in society.

S

Sectoral approach to gender mainstreaming: The overall objective of the sectoral approach is to ensure that gender is integrated into the work of all governmental bodies and into all policy areas. The specific objectives include reinforcing the commitment to gender mainstreaming and strengthening capacity for gender mainstreaming at the Member States level. These objectives can be achieved by building competence and supporting policy makers and implementers in integrating the gender perspective into different policy areas.

Sex: Sex refers to the biological characteristics which define humans as female or male. These sets of biological characteristics are not mutually exclusive as there are individuals who possess both, but these characteristics tend to differentiate humans as males and females.

Sex disaggregated data: Sex-disaggregated statistics are data collected and tabulated separately for women and men. They allow for the measurement of differences between women and men on various social and economic dimensions and are one of the requirements in obtaining gender statistics. Having data by sex does not guarantee, for example, that concepts, definitions and methods used in data production are conceived to reflect gender roles, relations and inequalities in society, therefore collecting data disaggregated by sex represents only one of the characteristics of gender statistics.

Specific action/measure: Measures targeted at a particular group and intended to eliminate and prevent discrimination or to offset disadvantages arising from existing attitudes, behaviours and structures. Action aimed at favouring access by members of certain categories of people, in this particular case, women, to rights which they are guaranteed, to the same extent as members of other categories, in this particular case,

men. Together with gender mainstreaming, specific action is one of the two approaches to gender equality implemented by the European Union.

Stakeholder consultations: Consultations with gender experts, civil society organisations, etc. on the topic to validate findings and to improve policy or programme proposals.

Strategic gender interest: Strategic Gender Interests (SGIs) are identified by women as a result of their subordinate social status, and tend to challenge gender divisions of labour power and control, and traditionally defined norms and roles. SGIs vary according to particular contexts and may include such issues as legal rights, domestic violence, equal wages, and women's control over their bodies.

T

Tools for gender mainstreaming: Tools are to be understood as operationalised instruments, which can be used separately or combined together to shape largely different programmes, in terms of aims, approaches and dimensions. Some are practical, ready to use "how-to" tools while others are more elaborate combinations of different elements.

W

Work-life balance: The term "work–life balance" refers not only to caring for dependent relatives, but also to "extracurricular" responsibilities or important life priorities. Work arrangements should be sufficiently flexible to enable workers of both sexes to undertake lifelong learning activities and further professional and personal development, not necessarily directly related to the worker's job.

However, for the purposes of the Convention and States' obligations in this rather vague area, the balance between work and family life is central to the principle and objectives of promoting equal opportunity. Issues related to the improvement of career opportunities, lifelong learning and other personal and professional development activities are considered to be secondary to the objective of promoting the more equal sharing between men and women of responsibilities in the family and household as well as in the workplace.