***GENDER EQUALITY MAINSTREAMING WORKSHOP***

***Background Note***

**1. Introduction to EAPN Gender Mainstreaming Actions**

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, based on the direct engagement of people facing poverty and exclusion. In 2017, EAPN members formed an Adhoc **Gender and Poverty Group** which produced two briefings: 1) A [Gender and Poverty](https://www.eapn.eu/wp-content/uploads/2018/03/EAPN-2017-EAPN-Briefing-Gender-and-Poverty-final.pdf) and 2) [Gender and Violence](https://www.eapn.eu/gender-based-violence-and-poverty-in-europe-briefing-2/). Building on 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 and other 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

To lead this work, it was agreed to contract 2 Gender Experts, EUISG co-chairs and co-founders of the Gender Adhoc Group on Gender and Poverty and lead authors of the 2 publications: Graciela Malgesini and Marija Babovic. (EAPN ES and Serbia).

**2. Background to the Gender Equality Mainstreaming Workshop**

**Objectives**

1) to explore the EU context of the new EU Gender Equality Strategy (2020-2025)

2) to discuss with members the findings of the EAPN Gender Mainstreaming survey

3) to develop together guidance and recommendations to progress on Gender Mainstreaming from 2021.

**Target Audience/Participants**

The workshop is targeted at EAPN members: EXCO and EUISG members. Other members from national networks and European Organizations are also welcome to participate.

**Methodology**

The workshop will combine plenary sessions, involving external inputs and discussion on the Gender Equality Strategy, followed by presentation of the Survey findings. Participative break-out groups will then discuss the finding and propose guidance/recommendations to be implemented in 2021 at member level.

**Background Information**

* **EAPN Gender Equality Mainstreaming Survey**

The on-line Gender Equality Mainstreaming Survey was launched on the 10 September 2020 with an extended deadline until the 30 September. Responses were received from 21 National Networks and 1 European Organization Member.

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

* **EU Gender Equality Strategy 2020-2025**

The EU Gender Equality Strategy delivers on President von der Leyen’s commitment to achieve 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. As one of the first deliverables of the Strategy, the Commission will propose [binding pay transparency measures](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/eu-action-equal-pay_en#pay-transparency) by the end of 2020. See here: [Gender Equality Strategy 2020-2025](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152)

***For further information on EAPN’s Gender Mainstreaming Action please contact Graciela Malgesini and Marija Babovic (***[***gmalgesini@hotmail.com***](mailto:gmalgesini@hotmail.com)***;*** [***marija.babovic@secons.net***](mailto:marija.babovic@secons.net)***) and Sian Jones (Sian.jones@eapn.eu).***