

CONCEPT NOTE
EIGE'S WORK ON GOOD PRACTICES IN IMPLEMENTATION OF GENDER MAINSTREAMING TOOLS





1. CONTEXT

Article 3 (1a) of the Establishment Regulation¹ states that the Institute shall ‘collect, analyse and disseminate relevant objective, comparable and reliable information as regards gender equality, including results from research and **best practice** communicated to it by Member States, Community institutions, research centres, national equality bodies, non-governmental organisations, social partners, relevant third countries and international organisations and suggest areas for further research’.

Work on Good practices uses the same approach, as that used for research, work on gender mainstreaming, developing of methods and tools and functioning of the Institute’s RDC, namely:



¹ REGULATION (EC) No 1922/2006 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 20 December 2006 on establishing a European Institute for Gender Equality.

This is done in several steps:

1. **Identification and collection** of relevant examples of methods and tools in the selected area through the process of research in all Member States;
2. **Selection and processing** of practices with potential through applying criteria developed by EIGE, in cooperation with experts;
3. **Organization of a meeting** to share practices with potential with practitioners in the field and to select a number of good practices;
4. Further collection of information on the selected good practices;
5. **Dissemination** of good practices through several channels:
 - Peer review for stakeholders directly involved in implementation of similar tools/methodologies;
 - Thematic events on how to support the effective implementation of gender mainstreaming strategies and tools;
 - Production and presentation of Good Practices through the RDC, publications, Eurogender and EIGE website.

The aim of the work on good practices is to enhance the effective implementation of gender equality policies and gender mainstreaming strategies in the EU Member States through supporting competence development on gender mainstreaming tools and methods among stakeholders.



2. METHODOLOGY

EIGE has developed its own approach to Good Practices, including a set of basic criteria for the identification of practices with potential, and is applying the same methodology for the identification and dissemination of good practices in all selected areas. The aim of the project – building capacity of the Member States for effective implementation of gender mainstreaming strategies and gender equality policies - is achieved by providing relevant stakeholders with pre-selected examples of gender mainstreaming tools and methodological approaches (identified as good practices), as well as enhancing networking and competence development and increasing the opportunity for peer learning.

The main steps of EIGE's work on good practices are:

1. Identification of a specific topic:
 - The topic is either chosen by the Presidencies of Council or through a consultation process with relevant stakeholders, as thematic networks, Expert's Forum or consultation meetings.
 - Specific type of methods or tools, related to the selected topic (gender training, competence development, awareness-raising, monitoring, self-regulation, networking, funding, benchmarking) are selected.
2. Collection of information:
 - Launch of a study to collect information from the Member States on methods and tools, used to support the implementation of gender mainstreaming strategies;
 - Development of specific qualitative criteria for the identification of good practices in the selected areas;
 - Collection of practices with potential, consistent with EIGE's general criteria for identification of good practices and the specific criteria for the specific topic.
3. Processing of information:
 - Assessment of practices with potential, through a consultation process that involves stakeholders (experts related to the implementation of GM tools in their own context - sector, country, company).
4. Dissemination and follow up on the achievements, in order to promote further networking and capacity building on the effective implementation of gender mainstreaming strategies at national level. The dissemination is done through:
 - Peer review meeting;
 - Publishing the collected resources on EIGE's website and within the forthcoming webpage of Gender Mainstreaming;
 - Publications and factsheets on the main results of the project;
 - Presentation of the results within European events related to the topic.

Criteria

EIGE's approach is based on the assessment of practices with potential through the analysis of set of criteria.

Those criteria are divided in three groups:

1. Basic criteria
2. Common criteria
3. Specific criteria

EIGE's basic criteria

The basic elements for defining a practice with potential are:

1. It works well
2. It is transferable
3. It shows a learning potential
4. It is embedded within wider gender mainstreaming strategy
5. It has provided achievement in terms of gender equality

Those elements are common to all good practices collected and assessed and represent the basis for the identification of the practices with potential.

They are the frame of EIGE's good practices.

The basic elements should be present so that a practice can be considered as a 'practice with potential'. The basic criteria are presented below.

The first two criteria – 'works well' and 'transferability' – are general good-design and efficiency criteria. In particular, in the assessment of the efficacy of the practice, the criteria 'works well' focuses on:

- Relevance: objectives are consistent with beneficiaries' gender-equality needs and priorities.
- Efficiency: the minimum necessary amount of resources/inputs (funds, expertise, time, etc.) are used to produce results.
- Effectiveness: gender equality objectives initially set for the intervention have been achieved and intended beneficiaries are able to take advantage of the changes.
- Impact: it can be demonstrated that a significant increase in gender equality took place.
- Sustainability: regarding both the intervention's continuation and the permanence of the results it has produced after the end of the initiative.

The third criterion highlights the potential as learning tool that may build capacity of stakeholders.

The fourth criterion requires that a practice is embedded in a wider gender mainstreaming strategy and that could guarantee a structured approach and continuity over time and possibly attract financing.

The last criterion requires that it is possible to provide evidence of the effective achievements in terms of gender equality, either as support and enhancement of gender equality or as reduction of gender inequalities.

Common criteria

The common criteria are designed and developed specifically for an area of concern (women and the media, women's entrepreneurship, reconciliation of work, family and private life).

These criteria represent the key elements of the next level to assess the content, design, implementation and outcomes of the practices. They provide more detailed criteria and allow for more in-depth assessment of the practices on the topic to be made. These cover the assessment practices, as well as methods and linkages to gender equality outcomes. These criteria are therefore common to all the specific areas of concern related to the specific topic.

Specific criteria

The specific criteria are directly related to the single areas of concern, on which the identification of good practices is focusing (ad es, networking, funding and training for the area of women's entrepreneurship).

They allow the identification and the assessment of a good practice, focusing on one single specific dimension and they characterise the good practice.

One example.

Common criteria

Topic: **Women's entrepreneurship**

1. Systematic and multi-dimensional approach

- Involvement, participation of, cooperation with and raising awareness among various stakeholders (financial institutions, civil society, governments, etc.).
- Policies in various areas, including non-economic ones (regulatory framework, education and training, childcare, etc.).
- Combination of activities at different levels (training, advice, financial services, networking, etc.).

Specific criteria

Focus: **Training**

2. Well-developed training strategy:

- a well-developed training strategy should provide different levels of training, from awareness-raising and information to specialised and advanced training (e.g. including basic/additional courses, on-the-job/traineeship opportunities, one-to-one mentoring, consulting/advising during and after training, etc.) and recognise the various opportunities and constraint of the specific business environment and the wide range of characteristics and needs of female entrepreneurs with specific attention to work-life balance.



3. EXPECTED RESULTS

The work on Good Practices supports the need of the EU stakeholders involved in the design and implementation of gender mainstreaming strategies, within sectors, organisations, institutions and administrations of the Member States.

The financial crisis has determined a constant reduction of the resources as well as a shrink of the infrastructures of gender equality. As effective approaches are available in the EU, it is fundamental to support knowledge building, information exchange and networking among stakeholders.

Actors targeted by this activity are all the stakeholders involved in the design and implementation of gender mainstreaming strategies and gender equality policies.

On the basis of the specific topic or sector, different stakeholders might be involved in the mapping and assessment process leading to identification of good practices.

The expected results can be listed as follows:

- Awareness on effective approaches to implement gender mainstreaming strategies increased among stakeholders;
- Capacity building and networking on how effectively implement gender mainstreaming tools and methods enhanced;
- Data and information about viable solutions, lessons learnt and main obstacles in the implementation of gender mainstreaming tools and methods disseminated among stakeholders;
- Research results and findings on qualitative criteria and methodological approach to identify good practices on gender mainstreaming (sectors) as well as Databases of stakeholders and resources (divided by different sectors/topics) made available to the interested users and practitioners;
- Benefits of the effective implementation of gender mainstreaming tools and approaches researched.

The relevant stakeholders of the project are experts, institutions, organisations, social partners and researchers working on the design and implementation of the specific gender mainstreaming tools taken into consideration.

They also have the potential to use, share, disseminate and transfer the results of the project, in terms of support to the implementation of gender mainstreaming strategies and gender equality policies have to be considered as relevant agents for dissemination.

In the period December 2011 - July 2014) more than **70 good practices** were identified in the areas of prevention of domestic violence, women and the media, gender training, prevention of FGM, women's entrepreneurship and reconciliation of work, family and private life.