



Review of the implementation of the  
Beijing Platform for Action in the EU:

## **Institutional mechanisms for the advancement of gender equality**

November, 2013, Vilnius



# Strategic objectives

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

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

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

# Factors affecting the Structure and Mandate of the Institutional Mechanisms for Gender Equality

**Shifts in political climate**

**International agreements and legislation**

**Current economic crisis**



budget/staff cuts

merging (other policy areas, bodies)

rationalisation

same or expanded scope of tasks  
with fewer resources

# Factors affecting the Structure and Mandate of the Institutional Mechanisms for Gender Equality



## Shift towards legalistic, multi-discrimination approach

equal treatment

marginalisation of gender equality  
as a political goal and policy

undermined equality as underlying  
ground of all inequalities

# Indicators reviewed

(1) **Status of governmental responsibility** in promoting gender equality;

(2) **Personnel resources** of:

- (2a) the governmental gender equality body;
- (2b) the designated body or bodies for the promotion of equal treatment of women and men;

(3) **Gender mainstreaming**

# INDICATOR 1:

## Status of governmental responsibility

**Highest responsibility** for gender equality at the governmental level

**Existence and permanence** of a governmental body

**Location** of governmental gender equality body in the government structure

**Functions** of the government body

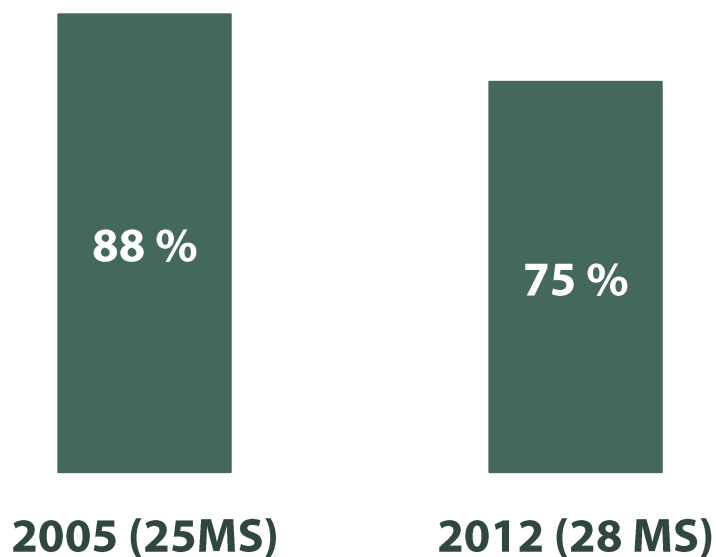
**Accountability** (regular system of reporting) and existence of National action plan on gender equality

## Indicator 1 (maximum: 10 points)



**Overall positive  
development in  
the status of  
governmental  
responsibility for  
promoting  
gender equality**

**Percentage of Member States  
having a cabinet Minister  
responsible for gender equality**



**Gender equality  
experienced a  
decrease in its  
importance as a  
policy area**

**Percentage of Member States  
where the governmental  
gender equality body is an  
entire Ministry or at the highest  
level in a Ministry**



**More Member  
States have the  
governmental  
gender equality  
body at the highest  
level**

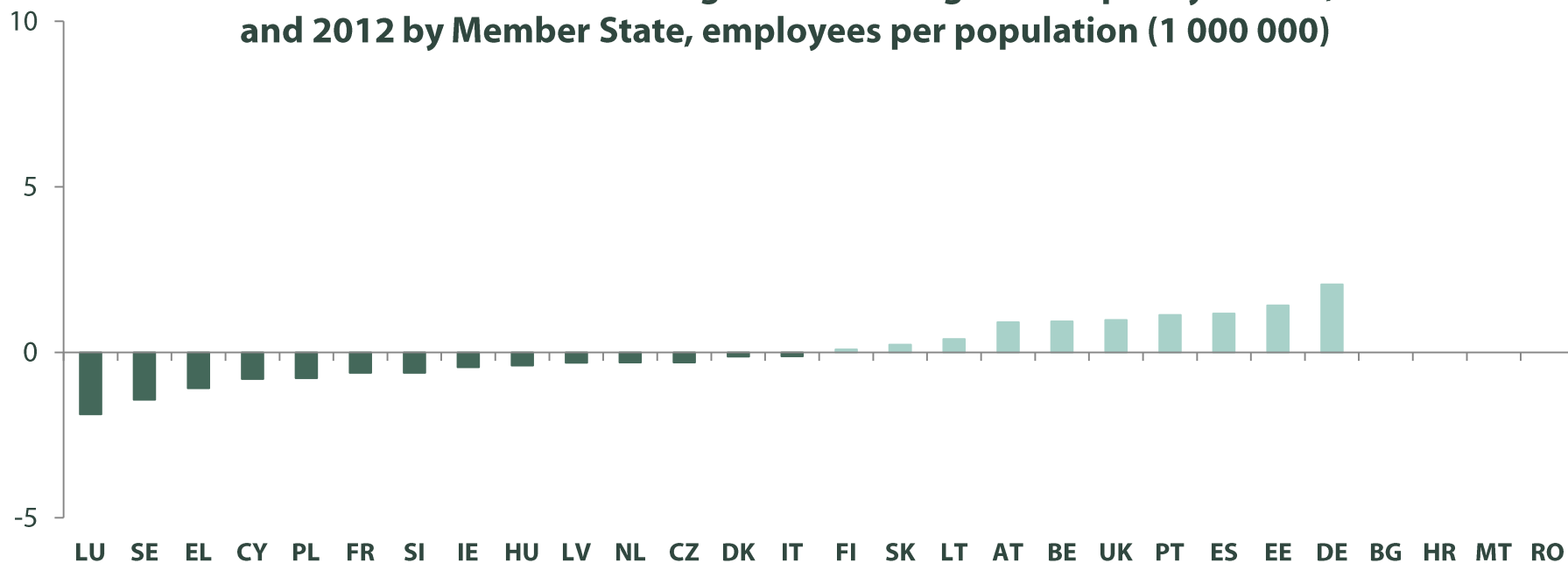
## INDICATOR 2: Personnel resources of:

**(2a) the governmental gender equality body**

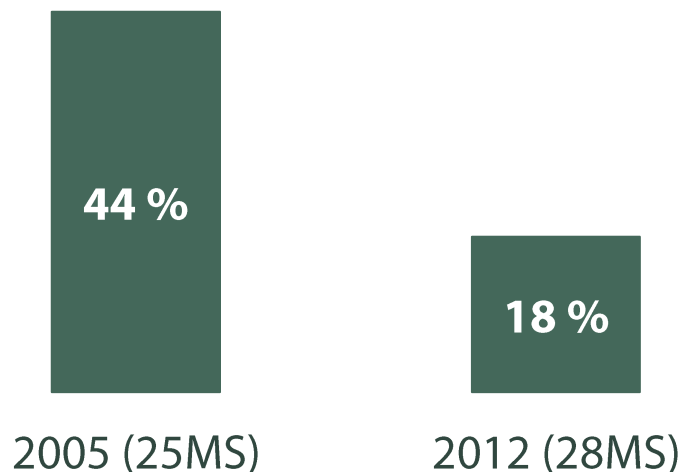
**(2b) the designated body or bodies for the promotion  
of equal treatment of women and men**

# Human resources for gender equality decreased in more than half of Member States

**Difference in human resources of governmental gender equality bodies, 2005 and 2012 by Member State, employees per population (1 000 000)**

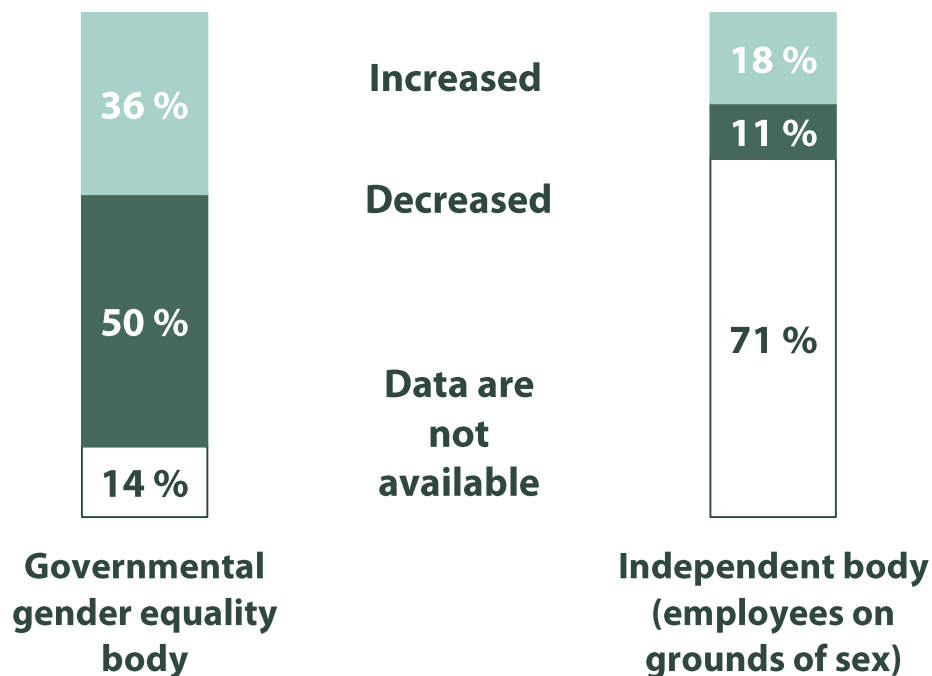


## Percentage of Member States with an independent equality body on the grounds of sex



**Decreased number  
of independent  
bodies exclusively  
dedicated to the  
promotion of equal  
treatment between  
women and men**

## Human resources of gender equality bodies in 2005 and 2012, employees per population (1 000 000)



**Resources for  
gender equality  
are less visible in  
independent  
equality bodies**

# Main conclusion: indicator 1 and 2

**Limited number of staff of governmental bodies**

**Complex and expanding mandates**

**Highest responsibility at lower level**

**Split into different competency areas**

**Increased, but ad-hoc, involvement of civil society**

# INDICATOR 3: Gender mainstreaming

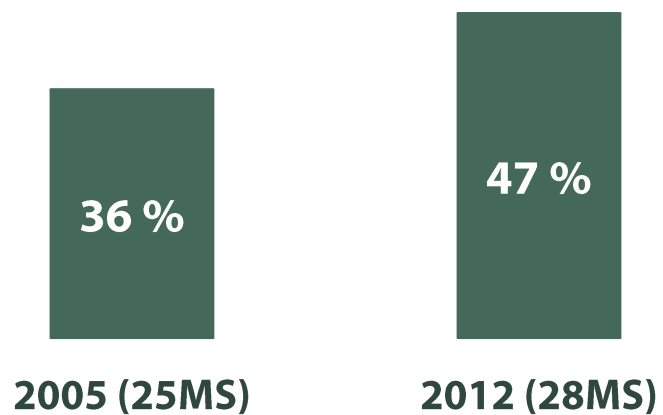
**Status of government commitment** to gender mainstreaming

**Structures** for gender mainstreaming

**Commitment and use of the methods and tools** of gender mainstreaming:

- Training and capacity building for gender mainstreaming
- Gender impact assessment
- Gender budgeting
- Monitoring and evaluation

**Percentage of Member States with  
a legal obligation for gender  
mainstreaming**



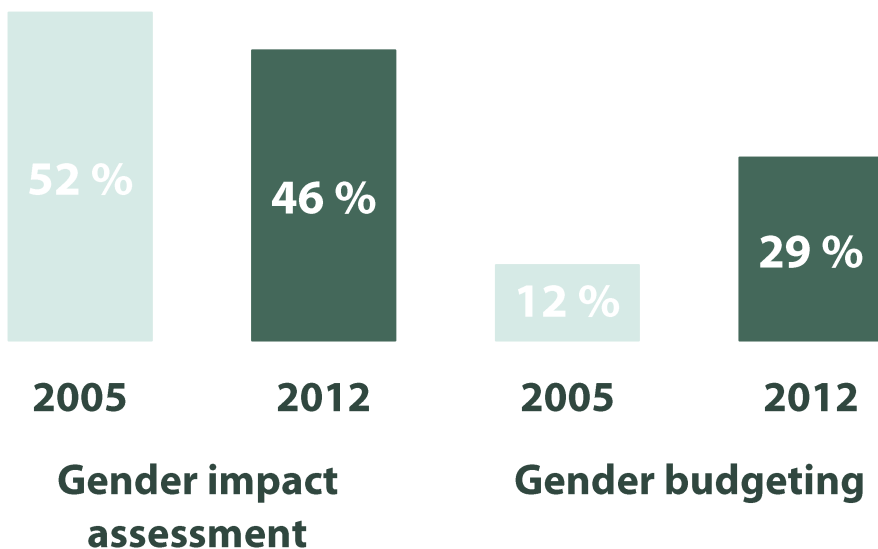
**More Member  
States committed  
to gender  
mainstreaming**

### Percentage of Member States with structure for gender mainstreaming



**The majority of  
Member States  
improved their  
structures for  
gender  
mainstreaming**

**Percentage of Member States where the  
methods and tools of gender  
mainstreaming are used**



**Increase in the  
use of gender  
budgeting and  
a slight  
decrease in the  
use of gender  
impact  
assessment**

# Main conclusion: indicator 3

**Formal commitment and structures**

**Methodologies and training largely available**

**Methods and tools not institutionalised**

**Gender impact assessment and budgeting in their  
infancy**

# NEW INDICATOR 4:

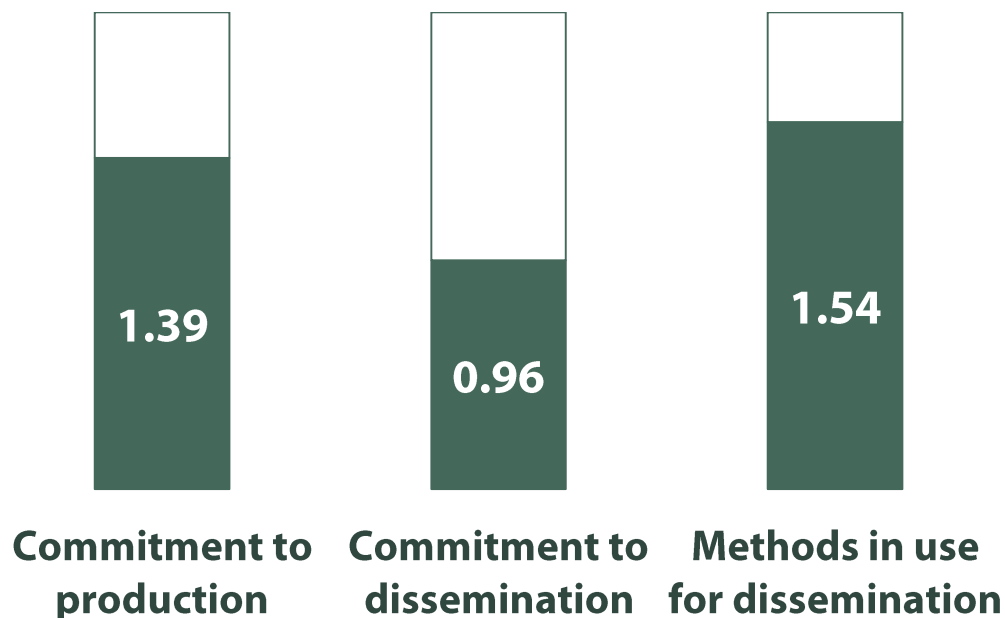
## Production and dissemination of statistics disaggregated by sex

Government **commitment to production** of statistics  
disaggregated by sex

Government **commitment to dissemination** of statistics  
disaggregated by sex

**Methods in use** for the dissemination of statistics  
disaggregated by sex

**Average scores for EU-28 for production  
and dissemination of statistics  
disaggregated by sex, 2012 (maximum 2  
points)**



**In spite of a low  
commitment to  
disseminate  
statistics  
disaggregated by  
sex, the majority  
of the Member  
States do it**

# Thank you for your attention!

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