

EUROPEAN INSTITUTE FOR GENDER EQUALITY

EIGE

Annual Work Programme 2010

Adopted 29 April 2010

Final version

INTRODUCTION

Brief history of the European Institute for Gender Equality

The idea of setting up a European Institute for Gender Equality was first mooted in 1995 and a draft proposal for the establishment of such an institute was presented by the Swedish Minister for Gender Equality at a seminar held in Stockholm in June 1999¹.

As part of the Social Policy Agenda, adopted at Nice in December 2000, the European Council recognised the need to raise awareness, pool resources and exchange experience in order to promote gender equality, in particular through the establishment of a European Institute for Gender Equality.

The European Commission had a feasibility study carried out under the Community Framework Strategy on Gender Equality (2001-2005). The Employment, Social Affairs, Health and Consumer Affairs Council of 1-2 June 2004², based on the results of the Informal Meeting of Equality Ministers convened by the Irish Presidency on 7 May 2004, fully supported the principle of setting up a European Institute for Gender Equality, while stressing the importance of a structure that would bring added value and would not duplicate existing activities in this area.

In June 2004, the European Council³, reflecting the goals regarding equality between men and women of the Lisbon agenda⁴ and taking into account the previous discussions, expressed its support for the establishment of a European Institute for Gender Equality and invited the Commission to bring forward a specific proposal.

The European Parliament had since 2002 also been calling for the establishment of a European Gender Institute⁵. In June 2004, it published a report on the Role of a Future European Gender Institute.

The Institute came into being when the European Parliament and the Council adopted Regulation (EC) No 1922/2006 of 20 December 2006 on establishing a European Institute for Gender Equality.

¹ Report from the seminar on a European Gender Institute held in Stockholm in June 1999, Swedish Ministry for Industry, Employment and Communications (Stockholm, January 2000).

² Council of the EU, Press release 9507/04, p. 11.

³ European Council, 17-18 June 2004, Presidency conclusions, paragraph 43.

⁴ European Council, 23-24 March 2000, Presidency conclusions, paragraph 5.

⁵ European Parliament Resolutions P5-TA (2002)0372 of 4 July 2002, P5-TA (2002) 0606 of 17 December 2004, P5-TA (2004) 0023 of 14 January 2004 and P5-TA (2004) 0167 of 10 March 2004.

CHALLENGES FOR THE YEAR TO COME

CONTACTS WITH RENEWED EUROPEAN PARLIAMENT AND EUROPEAN COMMISSION

During 2010 the Institute will develop already established cooperation with the new European Parliament, in particular the Committee on Women's Rights and Gender Equality (FEMM). Parliament's areas of interest in relation to EIGE's Annual Work Programme and possible joint activities will be discussed.

Changes in the Commission will also bring many challenges when the new Commissioner for Justice, Fundamental Rights and Citizenship starts planning and implementing the new strategies. EIGE's role in supporting the work of the Commission and the Commissioner will be decided.

EUROPEAN COMMISSION'S NEW STRATEGY FOR EQUALITY BETWEEN WOMEN AND MEN 2011-2015

EIGE's Annual Work Programme endeavours to plan and implement activities which supplement some of the areas of the current Roadmap for equality between women and men. Several priority areas are part of EIGE's work, namely the EU Gender Equality Index, stereotypes and mass media. The Institute will work closely with DG Employment, Social Affairs and Equal Opportunities in order to coordinate its activities that are relevant to the new strategy to be published in summer 2010.

FINANCIAL AND ECONOMIC CRISIS

Despite all the recovery strategies and attempts to find a way out of the crisis, the challenges linked to gender equality remain, such as improved labour market opportunities for women and men, functioning social protection and the ageing of society.

Opportunities for improving gender equality are closely related to the current economic situation. Gender equality will require tools and approaches enabling the consequences of the crisis on women and men to be mitigated.

CREATION OF A NEW ORGANISATION

Work on setting up the Institute will reach its peak during 2010. As a comparatively small EU agency, EIGE will have to demonstrate the utmost competence and professionalism if it is to set in place all the necessary internal rules and documents as well as start delivering gender equality results.

CONTENTS

- 1 THE EIGE'S MISSION AND FOCUS FOR 2010
 - 1.1 OVERALL OBJECTIVES
 - 1.2 FOCAL AREAS FOR 2010
 - 1.3 IMPLEMENTATION APPROACH AND METHODS

2. WORK PROGRAMME 2010
 - 2.1 FOCAL AREA 1: INSTITUTIONAL SET-UP OF THE INSTITUTE
 - 2.1.1 ENSURING ADMINISTRATIVE AND FINANCIAL INDEPENDENCE
 - 2.1.2 BODIES OF THE EIGE

 - 2.2 FOCAL AREA 2: SUPPORT TO THE RESEARCH AND POLICY WORK OF THE EU INSTITUTIONS AND THE MEMBER STATES
 - 2.2.1 DEVELOPING RELIABLE DATA, STATISTICS AND INDICATORS
 - 2.2.2 DEVELOPING GENDER MAINSTREAMING TOOLS AND METHODS
 - 2.2.3 COLLECTION, DOCUMENTATION AND DISSEMINATION OF BEST PRACTICES

 - 2.3 FOCAL AREA 3: THEMATIC OR PRIORITY AREAS
 - 2.3.1 EU GENDER EQUALITY INDEX

 - 2.4 FOCAL AREA 4: AWARENESS-RAISING, NETWORKING AND COMMUNICATION
 - 2.4.1 INITIAL INFORMATION ON THE INSTITUTE FOR EU CITIZENS AND VARIOUS TARGET GROUPS
 - 2.4.2 DEVELOPING RELIABLE AND COMPREHENSIVE INFORMATION
 - 2.4.3 BREAKING GENDER STEREOTYPES

 - 2.5 FOCAL AREA 5: DIALOGUE AND PARTNERSHIP
 - 2.5.1 SETTING-UP OF THE EUROPEAN NETWORK ON GENDER EQUALITY
 - 2.5.2 STAKEHOLDERS AND PARTNERS

- 3 SUMMARY OF HUMAN AND FINANCIAL RESOURCES

- 4 ESTABLISHMENT PLAN

- 5 MONITORING AND EVALUATION
 - 5.1 MONITORING IMPLEMENTATION
 - 5.2 ANNUAL REPORT

THE EIGE'S MISSION AND FOCUS FOR 2010

Equality between women and men is both a fundamental right and a common principle of the European Union. 'Combating persisting gender inequalities in all spheres of society is a longer-term challenge, since it entails structural and behavioural changes and a redefinition of the roles of women and men. The increasing participation of women in the labour market is a positive development, representing an important contribution to economic growth in the EU, accounting for a quarter of annual economic growth since 1995. ... Gender gaps persist as regards employment rates, pay, working hours, positions of responsibility, share of care and household duties, and risk of poverty'⁶. Studies show that gender equality can be a productive factor and that female participation in the labour market has many economic and social benefits. Investing in gender equality policies pays off in terms of higher female employment rates, women's contribution to GDP, tax revenues and sustainable fertility rates.

The Institute considers it an important task to enable empowerment and the financial autonomy of women — and to raise the visibility of women's contribution to economic growth, as well as to enable empowerment and autonomy of men for individual and family life — and to raise the visibility of men's contribution to the development of future generations. For the Institute this involves the collection and dissemination of information and good practices on among other things empowerment, equal participation in decision-making as well as in care and household work and the fight against poverty and discrimination on the grounds of sex.

1.1 OVERALL OBJECTIVES

The **overall objectives** (or long-term effects) of EIGE's work (impact level of objectives) are defined in the Regulation as follows:

To contribute to and strengthen the promotion of gender equality including gender mainstreaming in all Community policies and the resulting national policies, and the fight against discrimination based on sex, and to raise EU citizens' awareness of gender equality.

1.2 FOCAL AREAS FOR 2010

During 2010, the activities of EIGE will aim to ensure the speedy completion of the set-up phase of the agency and the start of its operational activities.

(i) Besides finalising the staffing targets and developing all the key documents of EIGE, the activities focused on the **administrative and operational set-up of the Institute** will include creating the conditions for the smooth operation of the agency in its permanent headquarters. Work on the **bodies of EIGE** will involve organising the rotation of the Management Board and the beginning of its term of office as well as completing the establishment of the Experts' Forum.

(ii) **Support to the policy work of the EU institutions and the Member States** will constitute a second focal area for the year to come. A study of the needs and gaps and a mapping of existing models and approaches to gender mainstreaming will be carried out. Work with the Beijing indicators, in particular by disseminating information on the use of existing indicators and assisting the EU Presidencies in further

⁶ Report from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions — Equality between women and men — 2010, point 2.1.

developing indicators in the remaining areas, will also commence. EIGE will also strive to assist the Presidencies in other areas.

(iii) **Thematic or priority areas** identified as important for gender equality work will start with an analysis of the current situation of gender equality in Europe. On the basis of the Beijing indicators and other agreed indicators, an EU Gender Equality Index will be developed as a concept for a broader and more complex approach to existing inequalities and work will continue on developing common indicators to assess the process of equality between women and men.

(iv) **Awareness-raising, networking and communication** will constitute a fourth focal area that will aim to raise initial awareness about gender equality and the Institute at various levels. To mark the start of EIGE's operation, a logo competition will be held and the winning entry formally presented during the official opening event. Importantly, an external communication strategy will be developed to help stakeholders and the press in understanding the issues of gender equality. With regard to combating gender stereotypes, the work will start by analysing the effects of gender stereotypes in the current situation of gender equality in Europe. A study will be conducted on the cultural norms and patterns that, contrary to international, European and Member State law, persist in 'linking' women to reproduction and men to public life and best practices will be put forward on concrete measures to break those stereotypes. To assist the Institute in this work a task force consisting of journalists and media/communication experts and a youth resource group will be established.

(v) **Dialogue and partnership** will be developed in contact with existing networks and in cooperation with the main stakeholders. Activities in this focal area will give momentum to the establishment of the European Network on Gender Equality.

1.3 IMPLEMENTATION APPROACH AND METHODS

Accounting for and monitoring the operations and activities of the Institute, the Work Programme is built on the universally accepted method of Results-Based Management (RBM).

To monitor progress, indicators at all levels will be developed for which the baseline data will be established during the Institute's first year of work.

During the first few years of its operations, in particular when its new staff is recruited, EIGE will analyse all possible risks and develop a system of effective risk management to be integrated into the Internal Control Standards.

In accordance with the Regulation, the Institute must carry out its tasks within the competencies of the EU and in the light of the objectives adopted and priority areas identified in its annual programme. The Institute's work programme must be in line with the EU's priorities in the field of gender equality and the work programme of the Commission, including its statistical and research work.

For the production of outcomes and outputs (mid-term and immediate results) EIGE teams will be linked, operationally, to the activities of other EIGE teams (internally throughout various activities and projects), thereby contributing to joint deliverables and engendering a common learning environment.

2 WORK PROGRAMME 2010

This Work Programme outlines the activities for 2010 and the human and financial resources necessary to implement them. The long- and medium-term objectives (impact and outcome level objectives) will constitute the structure of the Institute's multi-annual programme.

In order to contribute to reaching its overall objectives, the Institute will organise its work around the defined activity areas, which will deliver the outputs (immediate results) and thereby contribute to achieving the outcome level objectives (medium-term results).

2.1 FOCAL AREA 1: INSTITUTIONAL SET-UP OF THE INSTITUTE

For the year 2010, this area is of the highest priority for EIGE since it creates all the preconditions for its future work. It will be completed by 2011, when all the staff will have been recruited, administrative and internal documents will have been developed and adopted, all bodies and networks will be functional and the Institute will become visible as a European centre for gender equality, which develops and uses necessary methods and tools and disseminates best practices.

Throughout 2010, this area will consist of a number of activities as set out below.

2.1.1 ENSURING ADMINISTRATIVE AND FINANCIAL INDEPENDENCE

Output of the activity: **Main conditions established for the full functioning of the Institute**

Measures within this activity include the Institute's development and creation of all the remaining administrative and operational documents, Internal Rules, Work Programme for 2010 and Mid-term Work Programme, internal policies and strategies, including the remaining implementing provisions of the Staff Regulations. Recruitment for the remaining positions — according to the establishment plan of 2009 — will be finalised. The 2010 staff complement is expected to be in place by the end of the year. Staff training and competence improvement will be carried out, in particular within the areas of gender equality and the work and functioning of the European Union bodies.

This activity will finalise the remaining procedures to ensure full independence, namely approval of the annual budget, recruitment of the accounting officer and installation of the necessary financial accounting systems. It will also incorporate relations with the host country, entry into force of the Seat Agreement, and the development of additional procedures for the implementation of conditions ensuring the smooth functioning of the Institute. Fitting-out of the premises, including procurement and installation of equipment, will also be finalised.

In order to create the baseline data for future evaluation of the impact of EIGE's activities, an ex-ante evaluation will be commissioned at the beginning of 2010.

On the day of its full administrative and financial independence, EIGE plans an official opening event which will serve as an important awareness-raising activity. The European Parliament, the Commission, Member States, the Council of Europe and other relevant stakeholders will be invited to celebrate the official start of EIGE's work.

Output indicators: Internal Rules of EIGE adopted by the Management Board second quarter of 2010; Annual Work Programme for 2010 adopted by first quarter of 2010; Mid-term Work Programme for 2010-2012 adopted by first quarter of 2010; remaining Implementing Provisions for the Staff Regulations adopted by fourth quarter of 2010; ICS system in place by October 2010; administrative filing and archiving system developed and functional by second quarter of 2010; intranet and website operational by third quarter of 2010; installation of staff recruited in 2009 by second quarter of 2010; establishment plan of 2010 completed by third quarter of 2010; Accounting Officer appointed by the Management Board and recruited by end of first quarter of 2010; EIGE account opened by second quarter of 2010; STesta line and ABAC operational by second quarter of 2010; remaining offices equipped by second quarter of 2010; relations and cooperation procedure with the host country fully functional by end of 2010; ex-ante evaluation commissioned by second quarter of 2010.

2.1.2 BODIES OF THE EIGE

Output of the activity: **Bodies of the agency fully operational by end of 2010**

Management Board

This activity will include organising the meetings of the Management Board and will cover the related interpretation costs. In May 2010, a rotation of the Member States will take place and the Board will begin its new term of office by electing the Chair and Vice-chair of the Management Board.

Experts' Forum

The Experts' Forum, established in December 2009, will launch its two first working groups and develop the working methods and means of delivering advice on future research areas, studies and feasibility studies. Work will also begin on identifying the right channels for disseminating information to all the Member States, social partners and other partners involved. The Experts' Forum's involvement in campaigns, round tables and seminars during the implementation of the Mid-term Work Programme will also be determined.

Output indicators: New Management Board functioning by end of second quarter of 2010; role of Experts' Forum in collecting and disseminating of information defined by end of second quarter of 2010, two first working groups established by third quarter of 2010; decision on a relevant study or research taken by end of third quarter of 2010;

Human resources (2010)

Focal area 1: Administrative set-up of the Institute

Temporary agents AD	Temporary agents AST	SNE ⁷	Contract agents CA	Total staff	%	Budget Title 1 'STAFF'
5	3		3.25	11.25	33%	970000

2.2 FOCAL AREA 2: SUPPORT TO THE RESEARCH AND POLICY WORK OF THE EU INSTITUTIONS AND THE MEMBER STATES

2.2.1 DEVELOPING RELIABLE DATA, STATISTICS AND INDICATORS

Output of the activity: **Some basic conditions created for work with reliable data and indicators**

During 2010 EIGE will begin preparatory work for the collection of existing data, information and statistics. Gathering of information on existing gender-related social research will commence. Contacts will be established with Eurostat and all other relevant research and academic institutions and forms of cooperation will be discussed. To avoid duplication initial discussions will take place with the European Foundation for the Improvement of Living and Working Conditions, the European Agency for Safety and Health at Work, the Centre for the Development of Vocational Training and the European Union Agency for Fundamental Rights.

The Institute will provide technical support to the Council in the follow-up of the Beijing Platform for Action and more particularly in disseminating and updating the indicators. The Institute's first step will be to ensure the visibility of the indicators through its website, present an analysis of the existing data sources and progressively update the data for the indicators (when feasible).

During 2010, EIGE will conduct a review of existing indicators previously adopted by the Council and existing statistics, in order to provide advice about updating and improving existing indicators, which will be started by reviewing past indicators (on equal pay) with the Belgian Presidency in 2010. EIGE will

⁷ Seconded National Expert

initiate discussions and planning support to the Presidencies with a view to participating in the development of indicators and benchmarking information.

Output indicators: Forms and areas of cooperation with Eurostat and DG EMPL determined by end of second quarter of 2010; review of existing information and statistics launched by end of second quarter of 2010; study on the needs and implementation difficulties by end of 2010; methods of work with Beijing indicators designed by end of third quarter of 2010; working group on Beijing indicators established by end of second quarter of 2010; first information on the existing Beijing indicators published on the website by end of fourth quarter of 2010; assistance to the Belgian Presidency by end of fourth quarter of 2010 and subsequently, to successive Presidencies.

2.2.2 DEVELOPING GENDER MAINSTREAMING TOOLS AND METHODS

Output of the activity: **Work with tools and methods initiated**

Following the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) conclusions⁸, which advocate a systematic approach to the gender mainstreaming strategy — including in particular the effective application of a gender impact assessment of policies, the development of statistics broken down by sex, the use of indicators to measure progress and training programmes to develop gender expertise — EIGE will begin its work here on a number of fronts. It will embark on a study of the needs and difficulties of the exercise and existing successful approaches as well as tools to mainstream the perspective of women and men that are used by the EU bodies, Member States and civil society organisations. The very first best practices will be presented to stakeholders at an information seminar in Brussels for the Commission, Member States, the European Parliament and other interested organisations in December 2010. To support the Presidencies in their efforts to mainstream the gender perspective throughout the Europe 2020 Strategy, EIGE will assist in the development of necessary indicators and benchmarking information.

Synergies in the development of methods, tools and manuals will also be discussed with the European Foundation for the Improvement of Living and Working Conditions, the European Agency for Safety and Health at Work and the European Union Agency for Fundamental Rights.

Output indicators: study on existing methods and tools launched by end of second quarter of 2010, first findings presented to stakeholders by end of 2010; discussions with the Presidencies launched by end of second quarter of 2010; common actions identified with the agencies by end of December 2010.

2.2.3 COLLECTION, DOCUMENTATION AND DISSEMINATION OF BEST PRACTICES

Output of the activity: **Basic conditions created for collecting, documenting and sharing best practices**

During 2010, the first steps will be taken towards setting up documentation resources accessible to the public. An inventory of research available in Europe and the collection of best practices of Member States and local authorities will be launched by the Institute. Work will get underway on identifying the most efficient working methods and designing a technical framework for the establishment of an electronic online resource database, a documentation centre for national best practices and a library of available materials on gender equality (in particular for so-called 'grey literature').

National research bodies and universities will be contacted for effective cooperation and future exchange. Cooperation on the dissemination of relevant materials and information will be established with the European Foundation for the Improvement of Living and Working Conditions, the European

⁸ Council Conclusions on Gender equality: strengthening growth and employment - input to the post-2010 Lisbon Strategy. 2980th EMPLOYMENT, SOCIAL POLICY, HEALTH AND CONSUMER AFFAIRS Council meeting, Brussels, 30 November 2009

Agency for Safety and Health at Work, the Centre for the Development of Vocational Training and the European Union Agency for Fundamental Rights.

Output indicators: inventory of existing research launched by end of third quarter of 2010; first best practices collected in selected areas by middle of third quarter of 2010, systems of documenting best practices accessible to the public in Vilnius by end of fourth quarter of 2010, first discussions on the areas of research by end of fourth quarter of 2010; hardware and software for the electronic online resource centre acquired by middle of third quarter of 2010; first materials of the library open to the public by end of fourth quarter of 2010; decisions on the dissemination of best practices through agencies reached by end of third quarter of 2010; contacts established with at least 27 national research bodies by end of 2010.

HUMAN RESOURCES (2010)

Focal area 2: Support to the research and policy work of the EU institutions and the Member States

Temporary agents AD	Temporary agents AST	SNE	Contract agents CA	Total	%	Budget Title 1 'STAFF'
4.25	2.75	1	1	9	26%	590 000

2.3 FOCAL AREA 3: THEMATIC OR PRIORITY AREAS

2.3.1 EU GENDER EQUALITY INDEX

Output of the activity: **Basic structure for EU Gender Equality Index developed**

During the year 2010, working in cooperation with DG Employment, Social Affairs and Equal Opportunities and Eurostat, the Institute will continue to develop a concept for an EU Gender Equality Index on the basis of the renewed Beijing and other agreed indicators with the aim of assessing equality between women and men in both public and family life in the EU Member States.

At the beginning of the year, a working group will be established to assist the Institute in its work. During the year 2010, EIGE will commence preparatory work on the Index, by using the experience of existing national indexes, analysing and discussing their components and modifying it where/if deemed necessary. Existing and future data sources for updating the index will also be mapped and analysed.

Output indicators: Working group on EU GEI established by end of second quarter of 2010; mapping of existing and future data sources launched by third quarter of 2010; framework for future work on the EU GEI developed by end of 2010.

HUMAN RESOURCES (2010)

Focal area 3: Thematic or priority areas

Temporary agents AD	Temporary agents AST	SNE	Contract agents CA	Total	%	Budget Title 1 'STAFF'
3.5	0.75	1	0.75	6	18%	350 000

2.4 FOCAL AREA 4: AWARENESS-RAISING, NETWORKING AND COMMUNICATION

2.4.1 INITIAL INFORMATION ON THE INSTITUTE FOR EU CITIZENS AND VARIOUS TARGET GROUPS

Output of the activity: EU citizens aware of the mission and work of the Institute

2.4.1.1 Developing a communication strategy

During 2010, the Institute will develop a long-term communication strategy which, having in mind the aim of generalised accessibility, will present detailed measures planned for awareness-raising, networking and communication activities externally, to all stakeholders and users, and internally, to staff. Communication vehicles and channels designed to reach the Member States as effectively as possible, for example via EC and EP representations in the Member States, will be sought and identified.

(i) The external communication component of the strategy will define the target groups, identify the needs and interests of selected groups, adjust the information and communication methods accordingly, select the channels of communication and process the feedback for further learning. It will also start planning the stakeholder contacts and forms of networking in order to strengthen the promotion of gender equality and the exchange of best practices.

An integral part of the external communication functions will be to ensure that— right from the start — the Institute generates a dynamic online media presence.

(ii) The internal part of the strategy will serve as internal guidelines to assist staff in the process of implementing planned activities, defining the findings to be communicated, formulating the message and selecting the channels of communication.

In September 2010 the Institute will endeavour to be present at the exhibition presenting all agencies held at the European Parliament.

2.4.1.2 European competition on EIGE's logo

A competition to select the Institute's logo will be EIGE's first campaign targeting not professional design companies but European citizens, and in particular artists, students and young people. Contestants will be able to test their artistic talent in combination with their vision of a gender-balanced world by putting into words (slogan) or into an image (logo) the values that gender equality represents in Europe. The competition will present the Institute as a European centre for gender equality work, raise awareness of the issues to be tackled by the Institute and encourage people to create a dynamic and meaningful symbol for the Institute.

The logo will be used on EIGE's stationery, brochures, and other collateral materials including audiovisual material, on signage as well as on the web.

The competition is scheduled to start at the beginning of the year and to finish during the spring of 2010. The designer of the winning logo will be invited to attend EIGE's official opening event, during which the logo will be launched.

Output indicators: Communication strategy developed by end of 2010; internal communication integrated into the Work Programme by end of second quarter of 2010; first forms of networking established by end of second quarter of 2010; number of competitors; number of press releases on the logo competition; official launch of the logo by end of second quarter of 2010.

2.4.2 DEVELOPING RELIABLE AND COMPREHENSIVE INFORMATION

Output of the activity: **Basic tools for comprehensive information on gender equality developed**

Developing the EIGE website

From the very beginning of 2010, EIGE will strive to design the basic framework and develop the technical systems for a website, which should be tailored to the needs of various target groups. The basic framework will contain forms for chat and debates with the users and forms for collecting feedback. By the end of the year the first video messages about the Institute, its role and its mandate will be created for various NGOs and other users. Work will start on creating systems to collect and make electronic information available, such as press releases, media monitoring of clippings, web readers. The website will be regularly updated with new technical features and characteristics.

Output indicators: preliminary website launched early in the year and final framework for the website developed by end of 2010; proportion of e-newsletter subscribers by end 2010; monthly aggregate number of clicks per month by end 2010; monthly aggregate number of impressions per month by end 2010; annual aggregate number of document downloads by end 2010;; annual aggregate press release downloads to news section by end 2010; first video messages developed by middle of third quarter of 2010; round table on the new Commission strategy by end of 2010.

2.4.3 BREAKING GENDER STEREOTYPES

Output of the activity: **EIGE begins developing models on breaking gender stereotypes**

2.4.3.1 Establishment of resource groups

The activity will start by gathering a task force of journalists and media/communications experts to strengthen the impact of the Institute's communication efforts. The task force will advise EIGE and its communication team on the best ways both to disseminate information and to initiate debates on selected issues in Member States. The experts in the group will be also asked to advise EIGE in developing tailor-made approaches to awareness-raising events and debates targeting specific groups and individual Member States.

By the end of the year, well-known opinion builders will be invited to participate in a round table presenting the new Commission strategy for gender equality.

2.4.3.2. Targeting young people

A part of EIGE's work will encompass an EU-wide activity geared to identifying and breaking a number of gender stereotypes. Considering the complexity of the task, in particular with regard to the cultural, social and religious differences that exist in Europe, one target group, namely young people, will be selected for the first mid-term period.

In order to create sustainable change and to be able to compare similarities and differences among the European countries, an initial study on cultural, including language, and social norms and patterns which determine the asymmetric concepts of 'men' and 'women' and gender 'roles'/identities in society, in particular the concept of young men and young fathers in society, will be conducted in 2010. The study will focus initially on two countries and will gradually be expanded to the other Member States.

A working group to assist in the planning and monitoring of the work will be established during spring 2010.

The activity itself will start on a smaller scale by selecting a group of young individuals in two pilot countries for the initial testing period. With the help of national bodies and other relevant institutions, two groups of teenagers (girls and boys) who will act as future gender attachés will be identified. To start with the participants will be briefed about the study of cultural and social norms impacting on gender roles and together with EIGE staff will develop ways of contributing to the collection of observations on the norms and patterns of society in relation to the roles of women and men. At the same time the groups will be trained in the basics of gender equality issues and the European Union.

A first feedback meeting will be planned by the end of 2010 to compare the findings between the two cultures.

Output indicators: journalist and media/communications experts task force established by end of second quarter of 2010; number of participants in the task force; number of information events organised by the task force; first media monitoring launched by end of 2010, working group on the pilots established by end of second quarter of 2010; study on cultural and social norms and patterns launched by third quarter of 2010; first pilot groups meet by end of third quarter of 2010.

HUMAN RESOURCES (2010)

Focal area 4: Awareness-raising, networking and communication

Temporary agents AD	Temporary agents AST	SNE	Contract agents CA	Total	%	Budget Title 1 'STAFF'
1.75	1.25		0.5	3.5	10%	270 000

2.5. FOCAL AREA 5: DIALOGUE AND PARTNERSHIP

This activity will focus on the establishment of functioning cooperation with various stakeholders at various levels.

2.5.1 SETTING-UP OF THE EUROPEAN NETWORK ON GENDER EQUALITY

Output of the activity: **Conditions created for a network to share competence and experience**

This activity will start by carrying out a feasibility study on effective types of electronic network, on the basis of which the network methods will be designed.

A task force on useful and effective networks will be established by the end of June 2010 and will assist EIGE in identifying the contacts and channels to reach the relevant organisations and bodies and ways to collect and pool knowledge.

Methods for using the network and its partners in order to effectively disseminate useful information will form part of the work.

EIGE will make use of the database of DG EMPL, the communication channels of the Management Board, the Experts' Forum and various organisations to reach the potential network members.

Output indicators: feasibility study on effective types of electronic network launched end of second quarter of 2010; network task force established by end of second quarter of 2010; first inventory of potential network members carried out by end of third quarter of 2010, definition of basic IT tools for the electronic network completed by end of third quarter of 2010.

2.5.2 STAKEHOLDERS AND PARTNERS

Output of the activity: **First partnership across Europe established**

For the future dialogue and networking relationship the Institute will establish contacts with its main stakeholders. Cooperation will be agreed with (i) the new European Parliament and its relevant

committees, (ii) the European Commission, in particular the parent DG EMPL, (iii) the Member States and relevant national bodies. Forms of cooperation, possible joint actions, events and other activities will be discussed and worked out.

Seminars and meetings with the European Parliament, and in particular with the Committee on Women's Rights and Gender Equality, will be arranged at which information on progress in carrying out EIGE's Work Programme will be presented and forms of cooperation decided upon.

Concrete forms of cooperation with the other EU agencies will also be determined and agreed on.

A study will be launched in 2010 to map stakeholders and actors at European level and future actors in third countries, which will also map the interests and needs of individual stakeholders in relation to gender equality work.

For the purpose of pooling efforts and knowledge for the promotion of equality between women and men, EIGE will set up a working group before the end of 2010 which will be engaged in the planning and implementation of larger events.

For regular information and dissemination of important information, EIGE will develop an electronic newsletter and distribute it to all its stakeholders and partners.

Output indicators: electronic newsletter created by end of 2010; working group on stakeholder coordination established by end of 2010; mapping of stakeholders and actors launched by end of third quarter of 2010; seminars with the Committee on Women's Rights and Gender Equality in second and fourth quarters of 2010; Memorandum of Understanding or other forms of cooperation established with main stakeholders by end of third quarter of 2010; cooperation plans agreed with the European Foundation for the Improvement of Living and Working Conditions, the European Agency for Safety and Health at Work, the Centre for the Development of Vocational Training and the European Union Agency for Fundamental Rights by end of third quarter of 2010.

Human resources (2010)

Focal area 5: Dialogue and partnership

Temporary agents AD	Temporary agents AST	SNE	Contract agents CA	Total	%	Budget Title 1 'STAFF'
1.5	1.25	1	0.5	4.25	13%	240 000

3. SUMMARY OF HUMAN AND FINANCIAL RESOURCES

ACTIVITIES			Preliminary draft budget 2010				Budget fraction
			2 420 000	1 020 000	3 500 000	6 940 000	
	%	Total HR	TITLE 1 Staff	TITLE 2 Infrastructure	TITLE 3 Operating	Total budget	
Focal area 1: Institutional set-up of the Institute	33%	11.25	970,000	331,000	428,000	1,729,000	25%
Focal area 2: Technical support to the policy work of the EU institutions and the MS	26%	9	590,000	201,000	847,000	1,638,000	24%
Focal area 3: Thematic or priority areas	18%	6	350,000	119,000	120,000	589,000	8%
Focal area 4: Awareness-raising, networking and communication	10%	3.5	270,000	92,000	1,425,000	1,787,000	26%
Focal area 5: Dialogue and Partnership	13%	4.25	240,000	82,000	460,000	782,000	11%
RESERVE⁹				195 000	220 000	415,000	6%
Totals	100%	34	2,420,000	1,020,000	3,500,000	6,940,000	100%
			Draft budget 2010				

⁹ The funds in the reserve are frozen until further decision by the Management Board in its next meeting.

4 ESTABLISHMENT PLAN

Function group/grade	Authorised establishment plan 2009	Requested establishment plan 2010	Modified establishment plan by the MB decision of 19 Feb 2010
AD16			
AD15			
AD14			
AD13	1	1	1
AD12			
AD11	1	1	1
AD10	1	1	1
AD9			1
AD8	2	2	3
AD7	2	2	2
AD6		1	1
AD5	5	8	8
TOTAL AD	12	16	18
AST11			
AST10			
AST9	1	1	
AST8	1	1	
AST7			
AST6	2	2	2
AST5	2	3	3
AST4	2	2	2
AST3			
AST2			

AST1			
TOTAL AST	8	9	7
TOTAL AD/AST	20	25	25

External staff: contract agents

Function group	2009	2010
FG IV	2	2
FG III	1	2
FG II	2	2

5 MONITORING AND EVALUATION

5.1 MONITORING IMPLEMENTATION

Based on the Results-Based Monitoring approach, the Institute will collect and analyse information on progress in implementing the Work Programme. Baseline data and information will be gathered, and indicators and targets will be developed to provide management and the main stakeholders with indications of implementation progress.

A monitoring system will be developed by each team and consolidated by the two units into a single plan used for the Internal Control Standards.

5.2 ANNUAL REPORT

By the end of 2010 the first annual report presenting the immediate results achieved will be prepared and presented to the Management Board and all other relevant stakeholders.