Making equality between women and men a reality for all Europeans and beyond is the vision of the European Institute for Gender Equality.

About EIGE

EIGE is a European agency which supports the EU and its Member States in their efforts to promote gender equality, to fight discrimination based on sex and to raise awareness about gender equality issues. Its tasks are to collect and analyse comparable data on gender issues, to develop methodological tools, in particular for the integration of the gender dimension in all policy areas, to facilitate the exchange of best practices and dialogue among stakeholders, and to raise awareness among EU citizens.

The institute’s bodies include a Management Board (decision-making body), an Experts’ Forum (consultative body) and a Director (executive body) and her staff. The Management Board adopts the annual and medium-term work programmes as well as the institute’s budget. The Experts’ Forum supports the Director in ensuring the excellence and independence of the institute. The Director, as the legal representative of the institute, is responsible for its daily management as well as for the implementation of the work programme.

The institute’s budget for 2012 amounted to EUR 7 741 800. During 2012, it employed 30 temporary agents, nine contract agents, five seconded national experts, eight trainees and five interim staff.
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List of acronyms

BPA  Beijing Platform for Action
Cedefop  European Centre for the Development of Vocational Training
ECLAS  European Commission Libraries Catalogue
EFSA  European Food Safety Authority
EMPL  Directorate-General for Employment, Social Affairs and Inclusion
EPSCO  Employment, Social Policy, Health and Consumer Affairs Council
ETF  European Training Foundation
EuroVoc  multilingual thesaurus of the European Union
EWL  European Women’s Lobby
Equinet  European Network of Equality Bodies
Eurofound  European Foundation for the Improvement of Living and Working Conditions
FRA  European Union Agency for Fundamental Rights
GBV  gender-based violence
GEI  Gender Equality Index
GIA  gender impact assessment
GM  gender mainstreaming
HLS  High-Level Group on Gender Mainstreaming
HoO  Head of Operations of EIGE
HR  human resources
ICS  internal control standards
ILO  International Labour Organisation
IR  internal rules
LMS  library management system
MB  Management Board
MTGP  methods, tools and good practices
OECD  Organisation for Economic Cooperation and Development
OLAF  European Commission Anti-Fraud Office
RDC  Resource and Documentation Centre of EIGE
SIS  statistical information system (the relational database underpinning the EIGE Gender Equality Index)
SNE  seconded national expert
UNECE  United Nations Economic Commission for Europe
Unesco  United Nations Educational, Scientific and Cultural Organisation
WG  working group
WIE  Women Inspiring Europe (calendar)
WINE  Women Information Network Europe
WP  work programme

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The European Institute for Gender Equality
Annual Report
2012
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EIGE’S Annual Report 2012

“I believe in a Europe that gives every man and woman the freedom and security to develop their potential to the full, free from discrimination.”

José Manuel Barroso, President of the European Commission (1).

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## Highlights of 2012

### Staff features:
- Some 19 nationalities and a total of 51 staff members (temporary agents, contract agents, seconded national experts and trainees) as of 31 December 2012

### Main publications:
- ‘Review of the implementation of the Beijing Platform for Action in the EU Member States: Violence against women — Victim support’, Report and main findings developed in support of the Cypriot Presidency of the EU Council, 2012, 142 pages
- ‘Rationale for the Gender Equality Index for Europe’, 2012, 10 pages
- Report ‘Men’s involvement in gender equality initiatives in the European Union’, offering a brief presentation of actors across the European Union contributing to a more effective involvement of men in the promotion of gender equality, 2012, 60 pages

### Other publications:
- Some 25 publications covering different areas of the Institute’s work

### New gender equality indicators:
- Four new indicators were proposed by EIGE and endorsed by the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) in June 2012. They concerned women’s participation in decision-making within the public sector at national, EU and international levels on climate change and gender segmentation of tertiary education in scientific and technical fields.

### New data sets:
- Comparable and reliable primary data on women’s participation in decision-making within the public sector at national, EU and international levels on climate change were collected and published on EIGE’s website.
- A full set of comparable and reliable primary data on the range, extent, number and use of support services for women victims of domestic violence in the 27 EU Member States and Croatia was collected and published on EIGE’s website.

### New databases:
- EIGE’s online database of ‘Gender trainers and training organisations’ features practical and up-to-date information, such as profiles of trainers and organisations offering gender training across the EU and Croatia.
- EIGE’s online database ‘Men and gender equality’ contains information on the EU-wide initiatives encouraging men to become part of gender equality initiatives.
- Within the ‘Study to map the current situation and trends of female genital mutilation in 27 EU Member States and Croatia’, EIGE collected information on policies (320), legal documents (270), methods, tools and good practices (600) on combating female genital mutilation (FGM). This information, together with the annotated bibliography on the subject, will be available online through EIGE’s Resource and Documentation Centre (RDC) in 2013.
Cooperation agreements with five Member States in the framework of EIGE’s Resource and Documentation Centre:

- More than 26,000 records were made available online on 7 November 2012 through the RDC. These records include EIGE’s catalogued library resources, resources harvested from external sources and resources collected by the institute.

ICT infrastructure:

- A new website and an intranet are in place and fully operational.

Events, communications and networking:

- Some 33 journalists participated in journalist thematic network meetings in April and November 2012, producing more than 50 articles.

- The European conference ‘Advancing gender mainstreaming to support effective gender mainstreaming’, organised in Vilnius (Lithuania) on 13 and 14 November 2012, brought together more than 150 public servants, trainers and experts in gender training from all Member States and European institutions.

- Some 33 gender experts from nearly all the Member States participated in the first online discussion on the Institute’s EuroGender platform.

- More than 445 experts took part in numerous consultation meetings.

- By 5 October 2012, EIGE had 3,064 followers on its Facebook page.

- Approximately 9,000 copies of the ‘Women inspiring Europe’ 2013 calendar were distributed to stakeholders across the European Union and beyond.
Equality between men and women is one of the fundamental values of the European Union. The economic and financial crisis that has been affecting Europe since 2008 has important repercussions on the social and economic situation of men and women and their equality.

A recent study ordered by the Commission about the impact of the crisis on gender equality has come to the conclusion that, while women’s employment was able to put up a better ‘resistance’ to the crisis at first, this was due to the fact that women are underrepresented in the sectors most hit by its first effects.

However, women also suffer the consequences of the crisis because its second effect was the adoption by several Member States of measures for budgetary restrictions in the public sector and the service sectors in general, where women make up the majority of the workforce.

In this context, the Management Board and I are convinced that EIGE, as an agency specifically dedicated to gender issues, now has a more essential role than ever to play.

According to the study ordered by the Commission, most of the economic relaunch measures undertaken by the Member States were not subjected to a gender screening beforehand, partly because the officials of the different institutions of the states weren’t made aware and trained as regards to gender mainstreaming.

This is why, at the end of 2012, EIGE finalised the work that was started in 2010 with a view to developing a gender mainstreaming training tool for the officials of the different institutions of the Member States.

Another challenge taken up by EIGE was to improve and deepen the knowledge of gender equality and to make it more visible and indispensable in policy development.

Within this context, EIGE finalised its Gender Equality Index in 2012. This tool will enable the regular evaluation of equality between men and women in the European Union.

Finally, the Management Board and I are particularly delighted about the implementation of EIGE’s Resource and Documentation Centre, a centre for stocking, development and dissemination of data, tools, methods and good practices regarding gender equality in Europe, making EIGE the memory and brain of the EU in gender equality matters.

On behalf of the Management Board, I would like to thank the Director, Virginija Langbakk, and her staff for the remarkable work that was done in 2012. Despite the still numerous challenges, our will and commitment to make equality between women and men a reality remain intact.

Michel Pasteel
Vice-Chair of EIGE’s Management Board
Foreword by the Director

Equality between women and men is a fundamental value of the EU and is vital for economic and social growth, prosperity and competitiveness. Proper utilisation of the potential of women and men, their different experiences and needs, and balanced engagement in the process of shaping the future development of the European Union could and should impact on the political debate and the way we deal with current economic and social challenges. I am proud to say that in 2012, during its second year of full operation, the European Institute for Gender Equality (EIGE) delivered its first added-value products supporting EU-27 policymakers in achieving the EU’s objectives, including the goals set by the European Commission in the Europe 2020 growth strategy. EIGE produced relevant, comparable and reliable data, expertise and recommendations on gender equality in the EU in a number of policy areas.

From a managerial perspective, by the end of 2012 EIGE had reached a remarkable 100% recruitment rate, executed 96% of its budget and improved payment appropriations by 35%, compared to 2011. The institute signed its Seat Agreement with the Lithuanian government and finalised procedures allowing for its move into permanent premises in the ‘EU House’ in Vilnius.

It is with delight that I proclaim 2012 a year of great achievements for EIGE, ones that added important contributions in the strengthening of gender equality across the EU. By the end of the year, the institute had firmly established itself as a reputable provider of credible and professional support to the presidencies of the Council of the European Union within the framework of the EU’s commitments for the implementation of the Beijing Platform for Action. The institute reached 100% of its outputs in this area, with two reports produced for the Presidencies of the Council: ‘Gender equality and climate change’ and ‘Violence against women — Victim support’. Both reports served as the basis for the conclusions prepared by the presidencies and adopted by the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO), which also endorsed four new indicators proposed by EIGE on gender equality and climate change.

The institute reached an important milestone in 2012 with the development of its tool — the Gender Equality Index — which will assess (in)equalities between women and men in the EU Member States. At this stage, I am confident that the index, will become an important tool for the EU institutions and equally for the Member States in measuring the gender equality perspective in various policy areas.

Addressing the urgent need to collect reliable and comparable data on gender-based violence in the EU, the institute has developed a number of reports in this area. Notably, it has collected information on policies, legal documents, methods, tools and good practices within the 27 EU Member States and Croatia on combating female genital mutilation (FGM), submitted the report on ‘Violence against Women — Victim Support’ to the Cypriot presidency and delivered a full set of comparable and reliable data on support services for women victims of violence in Member States and Croatia — collecting such data for the first time in Europe.
Contributing to the effective implementation of gender mainstreaming in the EU throughout the year, EIGE presented the results of its work on gender mainstreaming tools and methods to the European Union, its Member States and research and civil society organisations at both an international conference on gender training and through an online database of ‘gender trainers and training organisations’.

Furthermore, EIGE’s unique Resource and Documentation Centre (RDC), developed to serve as a one-stop shop and user-friendly gateway to gender equality resources and materials, reached a milestone, having made more than 26,000 records available online by November 2012.

The dedicated team at EIGE has worked tirelessly to bring these products to fruition, with the constant and dedicated engagement of its Management Board and the members of its Standing Committee. The Institute’s Experts’ Forum and its working groups are a constant source of support and expertise. Throughout 2012, the guidance of the European Commission, especially the Directorate-General for Justice, and the active support of the European Parliament and its Women’s Rights and Gender Equality (FEMM) Committee were greatly appreciated. It is very rewarding to promote gender equality through EIGE’s concrete achievements, and we are confident that our work will be a constant in the European Union’s commitment to equality between women and men across Europe.

**Virginija Langbakk**  
Director  
The European Institute for Gender Equality (EIGE)
What is the **European Institute for Gender Equality?**

The European Institute for Gender Equality (EIGE) is a decentralised EU agency, an independent legal entity under European public law, established by Regulation (EC) No 1922/2006.

It was created in line with the vision of the European Parliament as stated in its 2004 study on the role of a future European gender institute (1). These views, reiterated by José Manuel Barroso in 2009, represent the basic values and aspirations of the European Union regarding gender equality on their way to becoming a reality.

EIGE was set up to become a specialised, solid and reliable European knowledge centre which brings unique added value for better informed policy-making and raised awareness on the importance of advancing gender equality in Europe.

Article 2 of EIGE’s founding act assigns it the following overall objectives:

‘…to contribute to and strengthen the promotion of gender equality, including gender mainstreaming in all Community policies and the resulting national policies; to contribute to the fight against discrimination based on sex; to raise EU citizens’ awareness of gender equality by providing technical assistance to the Community Institutions, in particular the Commission and the authorities of the Member States, as set out in Article 3 of the regulation establishing the European Institute for Gender Equality’ (2).

EIGE’s specific tasks, defined in Article 3 of the founding regulation, have not been dealt with by the European Commission or the Member States. How these tasks are realised is described in detail in EIGE’s annual work programmes (3) which are adopted by its Management Board. Broader guidelines for the Institute’s work are set out in its mid-term work programme.

**How is EIGE organised?**

The Institute’s organisational structure follows the operational and administrative objectives.

In managing day-to-day activities, the Director closely works with and reports to EIGE’s decision-making body, the Management Board. The Experts’ Forum, or advisory body, is another entity working in synergy with the institute.

The Management Board consists of 18 Member State representatives and one member representing the Commission (4), to secure the highest standards of competence and a broad range of relevant and transdisciplinary expertise in the area of gender equality. They are appointed for a 3-year mandate and alternate in the same order as the rotating presidencies of the Council of the European Union. In May 2011, due to the growing intensity and complexity of EIGE’s operations, the Management Board established a Standing Committee. The Standing Committee assists the Management Board in preparing strategic policies, facilitating administrative and budgetary decisions. It also provides advice to the Director.

The Experts’ Forum includes members from organisations specialising in gender equality from every Member State, three representatives appointed by the European Commission (European-level social partners and community level non-governmental organisations) and two members appointed by the European Parliament. The forum is a mechanism for

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(3) EIGE’s documents can be downloaded at: http://eige.europa.eu/content/important-documents

(4) While the Member States’ representatives are appointed by the EU Council on the basis of a proposal from the Member States concerned, the Commission appoints its members of the Management Board directly.
exchanging expertise on gender equality issues and the pooling of knowledge. It ensures close cooperation between the institute and competent bodies in the Member States.

**EIGE’s vision and mission**

Equality between women and men is both a fundamental right and a common principle for the EU, and mainstreaming the principle of equality between women and men in all its activities represents an agreed strategy for the Union. The Institute’s vision is:

**making equality between women and men a reality for all Europeans and beyond**

EIGE’s legal and political framework is defined by the EU’s firm conviction that equality between women and men is not only a fundamental right, but is also vital for the solidarity and indispensable development of European societies, in particular those facing the present demographic and economic challenges. These principles and conclusions are enshrined in a number of core documents, such as the Europe 2020 policy framework, the European Commission’s strategy for equality between women and men 2010–15 and the international commitments of the European Union, such as its adherence to the Beijing Platform for Action (*). The Institute’s mission is:

**to become the European knowledge centre on gender equality issues**

The planning and implementation of all EIGE’s activities is based on a coherent approach that involves collecting, analysing and processing information on gender equality in Europe in order to actively disseminate it. This enables the institute to carry out its mission of becoming the European knowledge centre on gender equality issues, and an independent source of information and knowledge on them, which it stores and disseminates through its Resource and Documentation Centre.

In its 2012 annual work programme, EIGE set out to become an effective EU agency that collects knowledge and expertise, and centralises and processes data, knowledge and tools and methods on equality between women and men. It aims to highlight the achievements and challenges of gender equality policies and share available data, tools and methods on equality between women and men supporting its stakeholders and actors in Europe.

(*) In 1998, a decision was taken that the Council of the EU would be responsible for providing information about the progress by the Member States in the area of gender equality in the critical areas of concern, as defined by the Beijing Platform for Action. The Council would be also responsible for reviewing and evaluating this progress.
EIGE’s first mid-term work programme (2010–12) was completed in 2012. It aimed at creating the administrative structure of the institute, as the basis for a specialised, solid and reliable European knowledge centre which brings unique added value for better informed policymaking and increased public awareness on the importance of advancing gender equality.

In 2012, it focused its activities on two broad areas:
- the collection of comparable and reliable data and development of indicators on gender equality;
- the collection, processing and dissemination of information, methods, tools and good practices for gender equality work including gender mainstreaming.

In order to support better-informed policymaking, within the first focal area of its activities, EIGE collected new data and information at the European level and provided recommendations on methods to improve the objectivity, comparability and reliability of data and indicators related to gender equality issues. To support the Danish and Cypriot presidencies of the EU Council in monitoring the implementation of the Beijing Platform for Action (BPfA) in the EU, EIGE produced two reports presenting the collected comparable data and recommendations on gender equality and climate change and violence against women with a focus on victim support. EIGE also expanded and updated its database on Beijing indicators, ‘Women and men in the EU: facts and figures’, which offers the European institutions, the Member States and other stakeholders a coherent and centralised system to support the follow-up of progress towards the promotion of gender equality in all areas of concern of the BPfA.

The development of the Gender Equality Index for the EU Member States is a significant task that also falls within the first focal area of the institute. The index offers the European Union a common assessment tool, supporting evidence-based policymaking and measuring its achievements in the area of gender equality. In 2012, the calculation of the index was completed, to prepare for its launch in June 2013.

The second focal area concentrated on the collection, processing and dissemination of tools, methods and good practices for gender equality and gender mainstreaming. Priority was given to the collection of methods, tools and good practices to complement the areas of the BPfA selected by the presidencies and to gender training as one of the key tools for gender mainstreaming. In the framework of the Cypriot Presidency, a database with methods, tools and good practices in the field of combating domestic violence was created. The database provides information on anti-violence training, awareness-raising campaigns and tools for victim support in all the EU Member States and Croatia. In the first year of the two-year gender training project (2012–13) EIGE produced a report ‘Gender training in the European Union: Mapping, research and stakeholders’ engagement’ and organised an international conference in Vilnius, bringing together more than 150 policymakers, trainers and researchers.

In 2012, EIGE made a significant progress in the field of data collection through the establishment of its Resource and Documentation Centre. It consists of an online and physical documentation centre, a knowledge centre and the European Network on Gender Equality, EuroGender. The institute also started processing gender-related data for a series of fact sheets, publications and reports.

In addition to these focal areas, EIGE allocated significant resources to combating gender-based violence. The main activities in this area included conducting studies and managing the collection of data, methods and tools and good practices. Given the importance of the subject, and earlier studies by the institute in the area, gender-based violence has become the Institute’s focus in its annual report for 2012.
EIGE’s focus in 2012 —
gender-based violence

There are a number of reasons why gender-based violence (GBV) became the major area of work and the leading theme for EIGE’s activities in 2012.

Gender-based violence remains one of the most pervasive human rights violations of our time. In all its forms, it affects mostly women. In the EU, 9 out of 10 victims of intimate partner violence are women. However, it harms not just women alone but entire families and communities and all of society. Gender-based violence reflects and reinforces inequalities between women and men and remains a major problem in the European Union.

In recent years, the EU bodies and institutions have strengthened their commitment to fighting GBV. The European Parliament resolution on the elimination of violence against women (26 November 2009) and the Council conclusions on the eradication of violence against women (8 March 2010) highlighted the lack of available and comparable data on violence against women in the European Union. Furthermore, the European Commission addressed GBV in its strategy for equality between women and men 2010–15.

**Violence against women: victim support**

EIGE’s report ‘Review of the implementation of the Beijing Platform for Action in the EU Member States: Violence against women — Victim support’ is the first report in the EU to deliver a full set of comparable and reliable data on support services for women victims of violence in the Member States and Croatia.

The report was developed in cooperation with the Cypriot government, the European Commission, the High Level Group on Gender Mainstreaming and EIGE’s Working Group on Beijing Indicators. This publication is a part of EIGE’s broader support to the presidencies of the EU Council in the follow-up of the implementation of objectives set up in the Beijing Platform for Action.
The report analyses and presents the current legal and policy developments in the EU to combat violence against women and provides an overview of the general and specialised services available for women survivors of intimate partner violence in the EU Member States and Croatia (emergency services, 24/7 helplines, legal advice and other services). It provides a full set of comparable and reliable data on the range, number, extent and actual use of the support options and presents recommendations for developing support services. Furthermore, it also analyses data gaps and provides recommendations to improve the objectivity, comparability and reliability of the data in the EU.

The range of support services for women survivors of intimate partner violence, in EU-27 and Croatia

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Croatia, 2012

Source: data collected from the Member States and Croatia in March–April, 2012.

The findings conclude that only specialised services can fully meet the specific needs of women victims of violence (including safe accommodation, protection, healthcare, legal, psychological and employment counselling, social and financial support) and support women’s recovery from trauma. Currently the number of specialised services is insufficient and unequally distributed in and among the Member States. Only 12 of the 27 Member States legally foresee state funding for specialised services for women victims of violence. Women’s shelters and helplines, possibly the most common support for victims of domestic violence, are not in place and available everywhere. Although 24 Member States and Croatia have women’s shelters and 17 Member States have women’s helplines, only 15 Member States and Croatia offer free-of-charge specialised shelters and only six helplines are free of charge and available 24/7, which is one of the basic recommendations of the Council of Europe. There is, however, evidence of progress in the Member States. Some Member States have demonstrated significant improvements in specialised support services, such as the provision of dedicated services for women facing multiple discrimination (including migrant, young, older, ethnic and lesbian, bisexual and transgender (LBT) women and women with disabilities).
In the area of legislative and policy measures, the findings of the report show that domestic violence is still not recognised as a form of gender-based violence. Only four Member States specifically position domestic violence as a form of GBV in their criminal codes. The vast majority of the Member States have developed and implemented national action plans to combat domestic violence and criminalise intimate partner violence and adopted protection orders, but proper implementation and evaluation is often missing. The lack of implementation of criminal laws and the imposition of sanctions have been identified as major reasons for impunity in the area of intimate partner violence.

In the area of data collection, EIGE’s report highlights the challenges related to the comparability of data due to differences in the definitions of forms of violence and classifications applied at the EU and Member States levels. Many agencies within the different areas of operation (police, courts, hospitals, shelters and so on) produce data on GBV, but systematic coordination is missing. As a result, different classifications are applied and data are not comparable. Furthermore, the data are not disaggregated by sex and age of the victim and the perpetrator and they do not specify the type of violence and the relationship between the victim and the perpetrator.

**EIGE’S RECOMMENDATIONS**

Based on the findings of the report in the areas of legislative and policy measures, data collection and support services, EIGE recommends the following actions.

In the first area — victim support services:
- Acknowledge the need for specialised services that apply a gender equality and human rights framework, as they serve the specific needs of women survivors of violence and their children.
- Guarantee sustainable funding for specialised services, such as women’s shelters, helplines and counselling services.
- Provide mandatory and systematic specialised training for professionals. Ensure funds for it.
- Monitor and evaluate the coordination of support services for victims of domestic violence.

In the second area — legislative and policy measures:
- Recognise domestic violence as a form of gender-based violence and apply a common approach of human rights and gender equality rather than a gender-neutral framework of family protection.
- Remove all criminal law exceptions in general or special laws, ensuring that every prosecution is a public matter, and remove the requirement for victims to make a complaint or bring a private prosecution before criminal investigation can take place.
- Implement criminal laws, protection orders and the imposition of sanctions.

In the third area — data collection:
- Develop common definitions for all forms of violence against women; ensure their consistent use at national, regional, European and international levels and guarantee regular data collection according to these.
- Improve the coordination of administrative data collection on gender-based violence at national, regional and local levels.
- Conduct regular prevalence surveys at national and EU levels.
The report served as a basis for the conclusions on ‘Combating violence against women, and the provision of support services for victims of domestic violence’ prepared by the Cypriot Presidency and adopted by EPSCO on 6 December 2012. The conclusions call on the European Parliament, the European Commission and the Member States to improve support services for victims of violence. They highlight the fact that domestic violence is a form of gender-based violence and a manifestation of historically unequal power relations between men and women. The conclusions reaffirm that neither custom, tradition, culture, privacy nor religion can justify violence against women or avoid the obligations of the Member States with respect to its prevention and elimination and the prosecution of perpetrators.

Taking note of EIGE’s report, the Council called for it to be ensured that support services for victims of violence are in adequate supply and a gender equality perspective to be applied, in particular with a view to protecting and empowering women and ensuring that these services are tailored to their specific immediate and long-term needs and safety. The Council also called on the European Commission and Member States to improve the collection and dissemination of comparable, reliable and regularly updated data on victims and perpetrators of all forms of violence against women at both the EU and national levels and to make full use of the work of EIGE in this area.

The collection of methods, tools and good practices in the field of domestic violence

EIGE complemented its work for the Cypriot Presidency report with a study on good practices in the field of domestic violence. This study aimed to gather methods, tools and good practices in the context of domestic violence and victim support to enhance the effectiveness of gender equality policies at the European and Member State levels. It focused on training, awareness raising and victim support methods, tools and good practices. The data resulting from the study were also used for the calculation of the Gender Equality Index.

By collecting and disseminating effective approaches to gender-based violence, EIGE supports and promotes the exchange of experiences among stakeholders. Several planned activities will enhance the sustainability of the results: exchange and consultation meetings, information campaigns and competence and capacity-building activities. Increased awareness and knowledge among stakeholders and policymakers will contribute to the reduction of inequalities.

Combating female genital mutilation in Europe

Female genital mutilation (FGM) is a form of gender-based violence rooted in cultural traditions that continues to be among the most brutal and most difficult to combat. In 2012, it received considerable attention in the EU. The European Commission’s ‘Strategy for equality between women and men 2012–15’ specifically mentions it as a harmful practice. One of the key actions to achieve gender equality specified by the Commission is the adoption of an EU-wide resolution on the eradication of female genital mutilation. In June 2012, the European Parliament adopted a ‘resolution on ending female genital mutilation’.

In 2011, following a direct request from Viviane Reding, Vice-President of the European Commission in charge of Justice, Fundamental Rights and Citizenship, and after the approval of its Management Board, EIGE launched a study to provide an overview of the situation concerning female genital mutilation in the EU (7). The study was carried out during 2012. Its objective is to reduce the gaps in data collection on FGM, and thus support the development of strategies to combat female genital mutilation in the EU.

The study identified indicators to assess and monitor the situation in relation to FGM. One of the main conclusions drawn is the lack of systematic collection of data on the prevalence of FGM in the EU Member States and Croatia. Furthermore, although some policies to abandon FGM have been developed in these countries, coherent and comprehensive national approaches to FGM are rare. National action plans that deal exclusively with FGM exist in only eight Member States. Moreover, preventative actions as well as services for victims of FGM are seriously underfunded and are not organised in a structured or sustainable way.

(7) ‘Study to map the current situation and trends of female genital mutilation in 27 EU Member States and Croatia’; see Annex 2.
The findings of this study were presented on 6 March 2013 in Brussels during a round table meeting organised by the European Commission. During this meeting, the Vice-President of the European Commission, Viviane Reding, Commissioner for Home Affairs Cecilia Malmström and the Director of EIGE, Virginija Langbakk, presented the challenges and the findings to MEPs, FGM ambassadors and representatives of civil societies. The results of the study were published in the report ‘Female genital mutilation in the European Union and Croatia’. The Member State and Croatian country profiles on FGM (available also in the national languages of the Member States and Croatia), a publication on good practices and the database on methods, tools and resources were made available on EIGE’s website in March/April 2013.

Administrative data collection in the field of data on GBV

To acknowledge the full nature, extent and consequences of gender-based violence, administrative data are necessary. Without them, it is impossible to make informed political decisions. They are essential for the design, implementation and monitoring of the effectiveness of policies aimed at preventing and combating GBV, and providing support to their victims. Accurate information is also important to raise awareness about the seriousness of the problem. Finally, all of these efforts lower the threshold for both victims and witnesses to speak up.

For all these reasons EIGE launched in September 2012, with the approval of its Management Board, the study ‘Mapping the current status and potential of administrative sources of data on gender-based violence in the EU and Croatia’.

The results of the study, which aims to map the existing administrative sources of data on the issue, are expected in 2013. The study will also provide a set of guidelines to improve the relevance, quality and statistical potential of administrative sources of data on GBV at Member State level and recommendations for the collection of relevant, reliable and comparable administrative data across the EU.

Violence against women and the Gender Equality Index

Gender-based violence (against women) is one of the main domains of the Gender Equality Index. Focusing on violence as a critical area of gender equality is very important since the impact of GBV against women is enormous both from the viewpoint of the victims but also from the point of view of its impact on society. GBV against women is a direct form of violence that is indirectly promoted by negative norms and attitudes still present in today’s society.

There is a strong focus in the EU legislation and programmes (Gender Equality Pact 2011, Women’s Charter 2010, Commission strategy for equality between women and men 2010–15) to eradicate GBV, including domestic violence, sexual harassment, rape and sexual violence. GBV against women constitutes a violation of fundamental rights (human

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**The six most comparable indicators to assess and monitor the situation in relation to FGM:**

1. Prevalence studies
2. Asylum granted on FGM grounds
3. Specific criminal law provisions on FGM
4. National action plans covering FGM
5. FGM-related child protection interventions
6. Hospital/medical records on FGM

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<tr>
<th>Year</th>
<th>Methods and Tools</th>
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<td>1985–1990</td>
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<td>1991–1995</td>
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<td>2001–2005</td>
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<td>2006–2010</td>
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Source: data collected through the desk research until 5 February 2012.
dignity, the right to life, the right to the integrity of the person) and it hampers a self-determined life. It is estimated that 20 to 25% of women have suffered physical violence at least once during their lives in Europe (Commission strategy for equality between women and men 2010−15).

The domain on violence in the European Gender Equality Index is approached differently to all the other domains, as it does not focus on gender gaps (10). The aim is not to reduce the gaps in violence between men and women but to eliminate violence altogether. The domain on violence does not adopt a gender approach; instead it focuses on the women’s perspective. Violence, for the purpose of the Gender Equality Index, is therefore assimilated to gender-based violence against women. It is an expression of power linked to the domination of some forms of masculinity, mostly, over women. It groups several forms of violence and analyses them in terms of power relations and as something that is common to all women.

The violence domain is further subdivided into two sub domains: direct and indirect violence. The first subdomain, direct violence, can be understood as a violation of human rights and a form of discrimination against women. It focuses on all acts of gender-based violence that result in, or are likely to result in, physical, sexual or psychological harm or suffering to an individual, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.

The second subdomain, indirect violence, focuses on attitudes and stereotypes since lack of progress in the area of gender equality has been attributed to a lack of attention to the cultural norms and attitudes that underpin gendered practices. Attitudes and stereotypes can be seen as a cause of gender-based violence examined in the first subdomain.

Measuring gender-based violence against women is challenging, however, and coupled with the constraints of the index (harmonised, available data over time) this is not manageable at present. While the domain of violence is present at the conceptual level within the index’s conceptual framework, the lack of potential indicators make the measurement impossible. This is symptomatic of the wider scarcity of information and statistics at national and international levels. The purpose of the index remains to bring attention to the fact that violence is a critical area of gender equality within the EU policy framework and one that should be measured sooner rather than later. The full conceptual framework of the index is presented in the chapter on ‘Measuring progress of gender equality in Europe — the Gender Equality Index’ in the report on the index, which will be published in 2013.

Resource and Documentation Centre: resources on gender-based violence

In 2012, in order to pursue a horizontal approach to addressing GBV, EIGE cooperated with five national gender equality documentation centres and libraries in Europe to build the best available European online resources on gender-based violence. These resources were made accessible via a portal on the Institute’s website as a part of its Resource and Documentation Centre on 7 November 2012.

The resources on GBV cover various forms of violence, including: domestic and intimate partner violence; rape, sexual harassment and other forms of sexual abuse; stalking; female genital mutilation, forced marriage, honour-based violence; and prostitution and trafficking. More than 26 000 references, comprising policy documents, grey literature, online resources, books, articles, and databases, are accessible via a search tool and are available in several languages. It is the first time that so many documents on GBV have been made available through one portal (www.eige.europa.eu/rdc), which is updated regularly.

Making all results public

In order to present all the resources on gender-based violence that EIGE either produces or collects, a separate section of the website (http://www.eige.europa.eu/content/activities/gender-based-violence) devoted exclusively to gender-based violence was created in June 2012. This section not
only provides access to the resources harvested from other sources but also provides insights into EIGE’s work in the area of GBV, serving as a one-stop-shop for information, data and resources identified through EIGE’s studies in the area.

Furthermore, EIGE’s website provides access to the database on sexual violence that was developed based on the resources identified and collected during the ‘Study to identify and map existing data and resources on sexual violence against women in the EU’, implemented by the European Women’s Lobby in 2010–11. The database contains resources on sexual violence developed by the Member States and Croatia between 2007 and 2010.

**Conclusions**

Summarising EIGE’s 2012 focus on gender-based violence and violence against women, EIGE managed to build a very strong foundation for further work in the area of GBV. Based on this, EIGE’s Management Board took the decision that EIGE will continue to pursue its activities in the area of gender-based violence in the years to come. EIGE will continue to work closely with all relevant data providers and the European Union Agency for Fundamental Rights to improve the quality and comparability of EU data on gender-based violence in the EU. The institute will assess the results of all the studies and published reports and discuss the findings with the Member States, to finally give recommendations on how to improve data collection in this area at both national and EU levels. This will serve as grounds for a long-term framework and definition of EIGE’s role in the field of gender-based violence.

Focusing on gender-based violence as a critical area of gender equality is important for the European Institute for Gender Equality not only from the point of view of the enormous social and economic impact violence has but also from the point of view of its influence on the society. Violence against women is wrong. It is a crime. It is a violation of human rights. It must be stopped.
Supporting policymaking on solid grounds: the importance of **reliable statistics** \(^{(11)}\)

The collection and analysis of gender-disaggregated data are paramount in implementing equality between women and men in the European Union [...]. The European Parliament calls on the Commission and the Member States to collect, analyse and publish reliable gender-disaggregated data and qualitative gender indicators so as to be able to properly evaluate and update the Commission’s strategy for equality between women and men (2010–15) as well as to monitor the cross-cutting nature of gender equality in all policies.’

**European Parliament resolution of 13 March 2012 on equality between women and men in the European Union**

The Beijing Declaration and Platform for Action (BPfA) is an agenda for action to promote and protect the full enjoyment of all human rights and fundamental freedoms by women, adopted by the Fourth World Conference on Women in 1995. The European Council acknowledged in the same year the EU’s commitment towards the BPfA and expressed its intent to review its implementation across the Member States on a yearly basis. In the European Commission strategy for equality between women and men 2010–15, EIGE holds a dedicated role with regard to reporting on the BPfA in areas of particular concern.

Conforming to this role, in 2012 EIGE pursued its role of an institutional actor involved in the follow up of the progress in the implementation of the Beijing Platform for Action in the EU. EIGE’s work in this area involves reviewing the existing indicators in the monitoring process and proposing new ones in areas where none have been developed, and providing sound analysis of the situation and policy recommendations. EIGE’s work throughout this year was supported by the governments of the relevant presidency countries (Denmark and Cyprus), the European Commission’s Directorate-General for Justice, Eurostat, the High-Level Group on Gender Mainstreaming and EIGE’s Working Group on the Beijing Indicators.

Highlights of the Institute’s work in relation to the effective support of the presidencies of the Council in 2012 include its two published reports for the two consecutive presidencies: ‘Review of the implementation in the EU of area K of the Beijing Platform for Action: Women and the environment — Gender equality and climate change’ and ‘Review of the implementation of the Beijing Platform for Action in the EU Member States: Violence against women — Victim support’.

See Annex 1, ‘EIGE’s publications in 2012’.

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\(^{(11)}\) For an overview of EIGE’s compliance with the output indicators set out in its annual work programme for 2012, see Annex 4, ‘Achievement of output indicators, EIGE’s annual work programme 2012’. More information on the full spectrum of EIGE’s activities can also be found in EIGE’s annual activity report for 2012: http://eige.europa.eu/content/important-documents
Gender equality and climate change

Denmark, which held the presidency of the Council of the EU during the first half of 2012, decided to review Area K of the BPfA, ‘Women and the Environment’, focusing on gender equality and climate change. The report that EIGE published as a result of this work is the first EU-wide report on gender equality and climate change that provides comparable data for all Member States. It reviews the implementation of the BPfA in the Member States and introduces the first indicators to measure the progress of gender equality in the area of women and the environment. On 21 June 2012, the Employment, Social Policy, Health and Consumer Affairs Council of Ministers of the European Union (EPSCO) adopted conclusions on gender equality and climate change and took note of the first indicators prepared by the Danish Presidency on the basis of EIGE’s report. The conclusions highlighted that more women are needed in decision-making concerning climate change to respond to it effectively.

NEW INDICATORS ON GENDER EQUALITY AND CLIMATE CHANGE

- **Indicator 1**: Proportion of women in climate change decision-making bodies at the national level in the EU Member States
- **Indicator 2**: Proportion of women in climate change decision-making bodies at the EU level
- **Indicator 3**: Proportion of women in climate change decision-making bodies at the international level
- **Indicator 4**: Proportion of women among total tertiary-level graduates (ISCED levels 5 and 6) in natural sciences and technologies at the EU and Member State levels

The report reviews the main legislative and policy developments and debates at the EU and global levels concerning climate change and reveals important links between gender equality and climate change. It provides comparable data for all Member States on women’s participation in environment and climate change-related decision-making at national, EU and international levels. It also analyses gender segmentation of tertiary education in fields related to environment and climate change. The report was developed in consultation with the European Commission’s Directorate-General for Climate Action, the Nordic Council of Ministers and the European Environmental Agency.

The main findings put a stronger emphasis on conclusions and policy recommendations for the way forward. EIGE emphasises the importance of developing strategies at the EU level in order to integrate gender perspective into policymaking processes related to climate change and to monitor gender equality in decision-making and the relevant educational fields on a regular basis by using the proposed indicators. It also recommends taking action towards increasing women’s representation in high-level decision-making positions related to climate change, among others — introducing specific goals and quantitative targets for women’s participation in decision-making. The full report and the main findings are available on EIGE’s website (www.eige.europa.eu) and in print. The main findings are available in Danish, French and German.
Gender dimension in policy initiatives

Despite the leading role of the EU in advancing the international negotiations on climate change, the gender dimension has been largely absent from policy initiatives and debates at the European and international levels. Since women and men are affected by and perceive climate change in diverse ways, policymaking needs to embrace this diversity in order to improve the responsiveness of climate change policies to the needs of women and men, and society in general. In an interview that EIGE conducted and published with the climate change expert Annika Carlsson-Kanyama this issue is discussed at length. Annika Carlsson-Kanyama says that an average woman’s lifestyle produces less greenhouse gases than a man’s and that women drive smaller cars, use public transport more and eat less meat. She adds that the key issue to get more women involved in decision-making with regard to climate change is to make them more visible in the public sphere. EIGE’s report reveals important links between gender equality and climate change and concludes that the gender dimension is central in power relations and consequently in shaping climate policies.

‘... women and men conceive climate change differently as they do almost every other issue. At the same time, by making choices in their lives that are less harmful to the environment, women tend to live more climate-friendly lives.’

Climate change expert Annika Carlsson-Kanyama, in an interview published by EIGE

The first difference was found at the political and administrative levels of decision-making in the Member States. Higher numbers of women were found at the middle management level, among the heads of sectorial departments of national ministries, than at higher political and administrative levels. There are only 26 % of women in high-level decision-making positions in the national ministries responsible for the environment, transport and energy sectors. Another difference is related to the horizontal comparison of the sectors. Women’s representation in decision-making is higher in environmental ministries (34 %) compared with the transport and energy sectors, where their share is only 20 % and 17 % respectively.

The report also shows significant differences in the proportion of women and men graduates in scientific and technological fields. In 2009, women represented only 28 % of the graduates in the technological fields, such as architecture and building (36 %), transport services (26 %) and engineering and engineering trades (18 %).

The educational choices of women and men are influenced by gender stereotypes and the lack of female role models in science and engineering, as well as outdated and non-gender-blind career counselling in upper-secondary education. Making science fields more socially and personally relevant to women students and integrating cross- and multidisciplinary approaches within the science curriculum might attract more women to natural sciences and technologies.

Male and female tertiary graduates in the fields related to natural sciences and technologies, EU-27, 2009

![Graph showing percentage of male and female graduates in natural sciences and technologies]

Source: Eurostat, education statistics.

**EIGE’S RECOMMENDATIONS**

- Develop strategies for integrating the gender perspective into the climate change-related policymaking process.
- Monitor gender equality in decision-making in the field of climate change and the relevant educational fields on a regular basis by using the indicators developed.
- Take actions towards increasing women’s participation in high-level climate-related decision-making positions, among others, and introduce specific goals and quantitative targets for women’s participation in decision-making.
- Take actions towards women’s higher enrolment in science and technology-related fields of education.
- Conduct research on qualitative aspects of climate change-related policies from a gender perspective.
- Conduct research on the links between women’s participation in decision-making and the actual policy outcomes.
- Raise awareness about the relevance of gender issues for climate change.

**Violence against women: victim support**

EIGE’s report ‘Review of the implementation of the Beijing Platform for Action in the EU Member States: Violence against women — Victim support’ is a part of EIGE’s broader support to the presidencies of the EU Council in the follow-up of the Beijing Platform for Action and EIGE’s commitment to assist the European Commission and the Member States to combat gender-based violence through the collection, analysis and dissemination of data and information on gender-based violence.

For more details about the report see the previous chapter, ‘EIGE’s focus in 2012 — gender-based violence.’

**Laying the grounds for the forthcoming presidencies**

Ireland, which holds the Presidency of Council of the EU for the first half of 2013, has selected Area J of the BPFA, Women and Media, focusing on women’s representation in decision-making in media organisations and on the extent to which media organisations have developed codes of conduct and other...
forms of self-regulation to obviate discrimination on the grounds of sex. During 2012, EIGE developed a draft report on gender equality in decision-making in media organisations and proposed a list of new indicators in this area. The report will be made available in 2013 and it will be first EU-wide report focusing on gender equality in media organisations.

EIGE also started preparing for the upcoming Lithuanian Presidency. A number of consultation meetings were organised and the study on the review of Area H of the BPfA, Institutional Mechanisms, was launched. It will be finalised in time for the Lithuanian Presidency in the second half of 2013.

**EIGE’s database: ‘Women and men in the EU — Facts and figures’**

To support the monitoring of the implementation of the BPfA in the EU and to promote the visibility of the Beijing Indicators, EIGE launched a database ‘Women and men in the EU — facts and figures’ in 2011. It offers decision-makers, statisticians, researchers and gender equality experts a coherent and user-friendly centralised source of sex-disaggregated data and gender statistics in all areas of critical concern to BPfA. Following the EPSCO conclusions, taking note of the new indicators introduced by EIGE for the area of ‘Women and the environment’ in 2012, four new indicators were added to the database.

For more information on indicators, see page 20.

The database was updated in 2012 with the latest available data on the Beijing indicators and trends in gender equality in the EU. At the end of 2012, the database contained 47 indicators (and around 150 sub-indicators) providing information about 10 of the 12 critical areas of the BPfA. The database includes information about the indicators (quantitative as well as qualitative), data availability, data sources and useful bibliographical references. It allows the users to follow up the development of indicators since 1999 via access to presidency reports, EPSCO conclusions and other relevant policy documents and useful literature. The data itself is derived from Eurostat, the European Commission and Eurofound as well as presidency reports, etc. The database is available on EIGE’s website. It will be further updated to ensure availability of latest data and new indicators, as soon as these are agreed upon by the Member States.

The database can be accessed at: http://eige.europa.eu/content/women-and-men-in-the-eu-facts-and-figures

(**http://eige.europa.eu/content/women-and-men-in-the-eu-facts-and-figures and see also EIGE’s Annual report 2011.**)
Equality between women and men is a fundamental value of the European Union, enshrined in its treaties and in the Charter of Fundamental Rights of the European Union. The recognised importance of gender equality in the European Union translates into the development of policies. The effectiveness of these policies needs to be evaluated, as accountability is recognised as central to enabling effective governance. Within this context, the European Commission proposed in the strategy for equality between women and men 2010–15 developing a Gender Equality Index as a tool to assess the status and progress of equality between women and men in Europe.

The objectives

The objective of the Gender Equality Index is not only to measure gender equality throughout Member States. It also permits an analysis of gender equality in the EU at a given point in time, gives more visibility to the status of women and men in Member States overall and in selected domains of gender equality, and supports the evaluation of the degree of effectiveness between different measures and policies implemented in the field of gender equality.

The concept

Following the work started in 2011, EIGE developed the conceptual framework of the index, which was then was translated into a set of domains incorporated into the calculation of the Gender Equality Index. The conceptual framework is based on the concept of gender equality as outlined in the EU treaties, EU and other international legislative and policy documents as well as a research framework of gender and/or equality divided into eight domains in which gender gaps are measured (see Figure 1: The main domains and two satellite domains in the Gender Equality Index below).

The structure

The first six domains are combined into a core index and the remaining two domains supplement this as satellite indices. The satellite domains are conceptually related to gender equality but cannot be included in the core index because they measure an illustrative phenomenon that only applies to a selected group of the population (e.g. women only, people with a disability, etc.). Creating a framework of a core index with satellite accounts provides more flexibility in the index and increases its usefulness.
The first domain, work, relates to the position of women and men in the European labour market and hence only takes paid work into consideration. It measures gender gaps in the participation in the labour market, segregation patterns and quality of work.

The second domain, money, examines inequalities in the financial situation of women and men. This domain is important in terms of gender equality because of the discrepancies between the financial resources of women and men and since the economic situation of women is generally worse than that of men.

The third domain, knowledge, examines differences between women and men in terms of education and training. Despite the recognised importance of education and knowledge towards greater gender equality, gender differences and inequalities still persist in education in terms of subject preferences and performance.

The fourth domain is time, an area which is particularly gendered largely because of the disproportionate amount of care time attributed to women. Time is not only about measuring gender gaps in paid and care work, but also other activities including social, personal and civic activities.

The fifth domain, power, focuses on gaps between women’s and men’s representation in the political, social and economic spheres and their share of positions of power. Gender equality is affected by the lack of participation and access to decision-making, including in the political, social and economic spheres, all of which have detrimental consequences for gender equality.

The sixth domain is health, which attempts to measure gaps between women not only in terms of biological differences but also how these are mitigated by behavioural factors. It also measures the gaps between needs and provision, as well as the degree of access to health services made by women and men.

Intersecting inequalities form the seventh domain. Women and men cannot only be considered as homogeneous groups. Intersecting inequalities is concerned with the effect of gender combined with grounds of discrimination or other social grounds (e.g. lone parents), and how gender operates within these different groups. It questions how specific groups of women and men fare in terms of gender equality, given that some
of these groups may be more or less vulnerable or marginalised.

The eighth domain is **violence**. It departs from the approach of the other domains in that it does not adopt a gender approach, instead focusing on women’s perspectives. It concerns gender-based violence against women, and also focuses on attitudes and stereotypes since they may hinder progress towards gender equality and can be seen as a cause of gender-based violence.

More information about this domain of the index can be found in ‘EIGE’s focus in 2012 — gender-based violence’.

**Country-specific information**

In 2012, EIGE’s index team worked on thousands of calculations leading to the creation of the index. This included a statistical multivariate analysis to translate the conceptual framework into a measurement frame regrouping relevant gender indicators. The computation of the index relies on deciding on how to weigh and aggregate each domain. Calculating and testing alternative combinations was therefore initiated in 2012.

In order to increase the benefits of the Gender Equality Index for the Member States, it will be elaborated in country profiles. They will include country-specific data and brief contextual information on the efforts of the Member States to promote gender equality in recent years. In 2012, EIGE commissioned a study to collect information on the actions taken by national governments and other relevant institutions in promoting and mainstreaming gender equality during the period 2005–12. The information collected will be used for the country profiles of the index and presented in full in the form of a database, which will eventually be made available for public use. The final report on Gender Equality Index was published in the first half of 2013 and launched at a conference in Brussels.

The process of designing the conceptual and measurement frameworks and country profiles was facilitated by externally commissioned experts’ support and the advice of the members of EIGE’s Experts’ Forum and the Working Group on the Gender Equality Index. Furthermore, EIGE ran extensive consultations with the international, European and national data source providers and other relevant stakeholders, namely DG Justice, Eurostat, UNECE, the European Commission’s Joint Research Centre and Eurofound.
Supporting effective **policymaking** and implementation

‘The successful application of gender mainstreaming in the European Parliament can certainly serve as a good example, but in itself will not replace the lack of gender mainstreaming in other decision-making institutions, either at EU or national levels. Therefore, there is a need for a renewed effort to encourage and convince law makers at European and national levels to mainstream the gender perspective into all community and national policies.’

*Mikael Gustafsson, Chair of the European Parliament Committee on Women’s Rights and Gender Equality*

**Gender training**

In 2011, EIGE started a 2-year project on gender training as an important tool to support the implementation of gender mainstreaming strategies and achieve gender equality. To be effective and produce results, gender training needs to be integrated into the other tools applied by organisations, or into the public sector. Gender training does not produce results by itself; it is an ‘enabling’ tool.

EIGE’s gender training project responds to the needs for capacity development for successful implementation of gender mainstreaming strategies expressed by the Member States in EIGE’s ex ante evaluation (2010). In its resolution of 17 November 2011 on gender mainstreaming in the work of the European Parliament, training Parliament staff on gender mainstreaming and gender budgeting was listed among the priorities for the upcoming years. The use of training as a tool for the promotion of gender equality is also highlighted in the European Commission’s strategy for equality between women and men 2010−15.

In 2011, EIGE launched a study on ‘Gender training in the European Union: Mapping, research and stakeholders’ engagement (2012–13)’ (13) as a part of its work to support and develop gender mainstreaming methods, tools and good practices. Gender training was defined as an educational tool with the purpose of making policymakers and other actors in the EU and Member States more aware of gender equality issues, building their gender competence and enabling them to promote gender equality goals in their work at all levels.

**Supporting gender training in practice**

In 2012, the study on gender training project brought a number of results. Firstly, EIGE mapped the trends in the area of gender training in Europe. The study concluded that although gender mainstreaming has been on the political agenda since 1995, the issues of capacity and knowledge gaps still remain unsolved and insufficiently tackled across the EU. It is clear that Europe needs to invest more in developing the competence of its policy staff in relation to mainstreaming gender.

‘Gender mainstreaming requires working differently. This is really a big issue for civil servants. That requires that they are supported in this, otherwise, the training will not be very efficient. There is no natural trend towards equality, and I think this is also a challenging message that we should pass when we do training. If we do nothing, we will not reach equality. This should really be a proactive goal. We should get concrete examples; we should have a continuous training that should be part of all phases.’

*Nathalie Wuiame, Managing Director, Engender asbl*

(13) See Annex 2.
Within the scope of the work to develop gender training, EIGE organised an online discussion on a newly launched EuroGender platform and the European conference ‘Advancing gender mainstreaming to support effective gender mainstreaming’, organised in Vilnius (Lithuania) on 13 and 14 November 2012.

EIGE’s online database of gender trainers and training organisations

EIGE’s online database of gender trainers and training organisations features practical and up-to-date information, such as profiles of trainers and organisations offering training in the field across the EU Member States and Croatia. This database helps find gender trainers with specific thematic knowledge, skills and expertise to design training courses tailored for different needs and policy areas.

Over 200 trainers and organisations are included in the database, from the public, private and civil society sectors, international organisations, the media and government, as well as independent experts.

The online database of gender training resources is designed to share information, materials and resources on gender training, and support networking between users and practitioners. It contains over 200 items produced in all Member States and in a number of different languages. The resources are searchable using advanced search options with multiple fields designed for listing resources by title, author, country, language, topic and type. Where possible, copies of the resources are included to download, or a link is made to the resources.

The discussion and the conference brought together a number of policymakers, practitioners and researchers and produced practical materials providing guidance through the complex area of gender training. The discussion conducted in the thematic network on gender training, attended by appointed civil servants from almost all EU Member States, raised the awareness of the importance of gender training among the Member States.
In addition to the database, a number of thematic reference sheets were developed on: ‘Gender training: Factors contributing to its effective implementation and challenges’; ‘Gender training: Step-by-step approach to quality’; and ‘Good practices in gender training’. These publications reflect the research findings of the mapping exercise on gender training across Europe.

All of EIGE’s resources in the area of gender training were made available through its EuroGender platform in the first quarter of 2013.

Exchange of good practices

In such a complex and crosscutting area as gender mainstreaming, the importance of good and practical tools to achieve a greater degree of equality between women and men is paramount.

The institute therefore focuses on identifying, through research methods, tools and good practices, how to increase knowledge about the effective integration of gender concerns into the policy fields it studies. These policy fields follow the ones put forward by the presidency of the Council of the EU, for the review of the BPfA. In 2012, EIGE collected, processed and shared with the representatives of the EU Member States results of the study ‘Collection of methods, tools and good practices in the field of domestic violence (as described by Area D of the Beijing Platform for Action)’ with the focus on gender training, awareness raising and victim support.

EIGE uses a number of criteria to evaluate the practices it identifies in its work. Practices with potential must embrace the following features: effective; transferable; possesses a learning/teaching potential; is embedded in the gender mainstreaming strategy and has contributed to gender equality (thus possessing a potential for transformation).
Making EIGE’s expertise available

The Committee on Women’s Rights and Gender Equality of the European Parliament:
‘welcomes the Institute’s establishment of the Resource and Documentation Centre as a unique European source of institutional and methodological gender equality knowledge’.

Brussels, 23 January 2013

The Resource and Documentation Centre is composed of an e-library and a library, a gender knowledge centre and EuroGender – the European Network on Gender Equality.

The goal of the Resource and Documentation Centre (RDC) is to collect, analyse and disseminate relevant, objective, comparable and reliable information on gender equality, and also to animate discussions and debates on the challenges and successes of gender equality. It is aimed primarily at policymakers and public administrations at EU and Member State levels, but can benefit all stakeholders dealing with gender equality, as well as interested citizens. EIGE cooperates with well-established documentation centres and gender networks by creating a central resource hub, fostering the collection, organisation and dissemination of gender knowledge across existing networks.

Those working in the field of gender equality know that finding information on gender equality issues is difficult. A lot of the information and documents are scattered all around Europe, there is a large variety of sources and the information or data is difficult to compare. Finally, the data are not harmonised.

Thus, EIGE set out on a long-term quest to create a state-of-the-art Resource and Documentation Centre which will house the most important resources on gender equality under one roof. The RDC provides electronic access to a wealth of information which is currently not always easily available. In order to build it, EIGE developed a structure containing an information repository (the first pillar presented in the illustration below), a place where EIGE’s expertise is publicly available (the second pillar, i.e. the knowledge centre) and a platform through which information and views can be exchanged (the third pillar, i.e. the European Network on Gender Equality).

The RDC (*) went online in November 2012, making available more than 26,000 records. It includes policy documents, grey literature, online resources, databases, books and articles on gender equality, with a particular focus on gender-based violence. With the majority of the resources presented with a summary in English and available in English, French and German, it is possible for users to search and access resources in 14 EU languages, to gradually cover all.

Between 7 November and 31 December 2012, the daily average page views number was 52.2.

(*) To search for resources, visit the RDC at http://www.eige.europa.eu/rdc

To search for resources, visit the RDC at http://www.eige.europa.eu/rdc
The pilot project on linking information and documentation centres

Cooperation agreements between EIGE and the leading women and gender equality information centres from five Member States — Belgium, Germany, Luxembourg, the Netherlands and Sweden — were signed in 2012.

As a follow-up to a successful pilot project on gender-based violence, finalised in 2012, the agreements expanded the cooperation to cover areas related to the media, climate change, reconciliation of work, family and private life, men and gender equality, and institutional mechanisms for the advancement of women, with a particular focus on gender mainstreaming.

The standard requirements and implementation procedures enabling uploads and updates of external data and searches through EIGE’s RDC were finalised in 2012, allowing for the integration of new partners in the future. The electronic data management system was fully implemented, through the extension of an integrated library system and the creation of a hub for existing digital resources.

The definition of the requirements for the online technical infrastructure of EIGE’s knowledge centre to make fully available, in an integrated system, the results of EIGE’s research and expertise — databases, reports, studies, etc. — started to be developed in 2012. The resources collected on female genital mutilation and on the impact of the crisis on gender (in)equality were made available, as well as the database on the involvement of men in gender equality within EIGE’s working areas.

EIGE’s RDC collections gradually increased in 2012 — including a core collection, data collection, EIGE’s own collection, a multimedia collection and series collection — with a particular emphasis on the data collection, which represents 62.7% of the items catalogued in the library during the year.

In view of the move to the final premises in the House of the European Union (Vilnius), the physical concept of the RDC was further developed, including a space synoptic description embedded in gender equality and proximity to the citizens’ perspective.

EuroGender — the European Network on Gender Equality

The third pillar of the RDC, the European Network on Gender Equality or EuroGender, is a platform designed to enable EIGE’s stakeholders and partners to meet in virtual space to discuss, exchange knowledge and raise awareness on specific issues in the gender equality field.

In 2012, the design, implementation and testing of the network took place, to prepare for the launch in 2013. EIGE also developed an action plan for the start-up phase of the network, making sure that resources available in the RDC are also accessible from the network, and that it is possible to maintain the functioning of the network. Finally, the IT tools required for the network were migrated to EIGE’s servers and a helpdesk function for monitoring and update was put in place.

In November 2012, the EuroGender platform enabled the first online discussion to be conducted. The discussion, which concerned developments in gender training, produced an exchange of knowledge and experiences among the participants and facilitated networking processes. Finally, as a result of it, an online discussion report containing the most relevant exchanges of opinions was published. Following the first successful online discussion, more virtual space events on various areas in relation to gender equality are planned by EIGE in 2013 and the years to come.
EIGE fulfilled its role in raising awareness on gender equality in 2012. It disseminated its products in more languages and towards many more and much larger target groups than the year before, thus strengthening its image as the EU knowledge centre in the gender equality area. The Institute’s communications and stakeholders’ teams together launched fresh initiatives as part of its external communication strategy. New events of various sizes, new publications and an e-newsletter are just a few examples.

At the same time social media platforms developed into vital parts of the Institute’s communication and networking activity. EIGE has now over 3 000 followers on Facebook and more than 1 000 followers on Twitter, with users to be found among our key target groups. This is more than twice as many as in 2011 and it has made EIGE the fourth most efficient user of social media platforms among the EU agencies. Finally, another online tool — the EuroGender platform — was successfully tested in 2012. This platform will be officially launched in 2013 and intends to create a forum to openly dis-

EU agencies on Facebook

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<th>Agency name</th>
<th>Number of ‘likes’</th>
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<tr>
<td>2. European Environment Agency (EEA)</td>
<td>6 733</td>
</tr>
<tr>
<td>3. European Union Agency for Fundamental Rights (FRA)</td>
<td>6 222</td>
</tr>
<tr>
<td>4. European Institute for Gender Equality (EIGE)</td>
<td><strong>3 064</strong></td>
</tr>
<tr>
<td>5. European Centre for the Development of Vocational Training (Cedefop)</td>
<td>2 172</td>
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<tr>
<td>6. European Training Foundation (ETF)</td>
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<tr>
<td>7. European Foundation for the Improvement of Living and Working Conditions (Eurofound)</td>
<td>2 005</td>
</tr>
<tr>
<td>8. European Union Institute for Security Studies (ISS))</td>
<td>1 429</td>
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<tr>
<td>9. European Agency for the Management of Operational Cooperation at the External Borders (Frontex)</td>
<td>778</td>
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<tr>
<td>10. European Monitoring Centre for Drugs and Drug Addiction (EMCDDA)</td>
<td>702</td>
</tr>
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</table>


(Making equality between women and men a reality — the march goes on.’

*Viviane Reding, Vice-President of the Commission responsible for Justice, Fundamental Rights and Citizenship* (*)

cuss gender equality issues for all interested in the EU and beyond.

**EIGE’s communication strategy in place**

EIGE focuses on delivering relevant, comparable and reliable information on gender equality to its key stakeholders: the European Parliament, the European Council, the European Commission and EU Member States.

In the second half of 2012, the Management Board adopted the Institute’s communication strategy. The strategy is based on good practices from other EU agencies and on EIGE’s particular needs and experiences since gaining financial independence in June 2010. External media and communications specialists from across Europe also contributed to the communication strategy. Their advice to integrate ‘easily digestible’ communication materials to support the Institute’s awareness-raising initiatives was taken on board.

**Networking**

The two main goals of the Institute’s journalist thematic network are exchanging information and good practices and giving advice. The network consists of media experts from national news agencies (Portugal, Latvia), large daily papers (Cyprus, Ireland, Poland, Spain), large online news portals (Estonia, Lithuania) and other experts with substantial expertise within communication in general, and communication on gender equality, campaigning, public relations, networking and awareness raising in particular.

EIGE hosts two yearly thematic network meetings presenting case stories, press releases, facts and figures and of course its latest reports and findings. The meetings are also used to get valuable feedback for future communication tasks and to discuss the latest communication trends in the Member States.

Other work focused on media involves regular press activities before, during and after the launch of EIGE’s communication products, such as fact sheets, interviews and press releases. This work, being a part of EIGE’s mandate to raise awareness, facilitates and spurs public discussions, including those involving key stakeholders.

**EIGE’S website and social media**

Version 2.0 of the Institute’s website went online in 2012. It provides modern means of communication including e-book facilitation and access to the new online search engine in the Resource and Documentation Centre. The latter is an online one-stop-shop concept that allows users to get access to a wide range of gender equality sources via EIGE’s website.

The website offers a subscription to the Institute’s e-newsletter ‘What’s up at EIGE!’ which was published for the first time in 2012. This contains short stories on past and future events and major political initiatives, an overview of EIGE’s reports and publications and a list of vacancy announcements, among other topics. By the end of 2012, the e-newsletter was reaching about 5,000 key stakeholders. EIGE actively promotes it during other communication activities and more and more people are signing up. This format will definitely be continued in 2013.

**Women Inspiring Europe Calendar and Resource Pool**

Aiming to highlight the achievements of some of Europe’s most remarkable women and to promote their positive influence on breaking gender stereotypes, the ‘Women inspiring Europe’ 2013 calendar and resource pool collect and present their real-life stories.
The ‘Women inspiring Europe’ resource pool is intended to offer the media, EIGE’s stakeholders, various organisations and interested individuals the possibility to search for role models and influential contributors in specific fields of expertise. This will enable journalists and organisers of various events to gather the gender-sensitive opinions of these inspiring women.

‘… [The] ‘Women inspiring Europe’ 2013 calendar can become a very useful instrument for the public because, apart from the short CVs of the prominent women, it includes concrete data and information on women’s status in a variety of fields in Europe and internationally. Of course, there is always the perspective of further elaboration and advancement of the current situation of the project.’

Dimosthenis Tremos, Director of the General Secretariat for Gender Equality, Ministry of the Interior, Greece

In line with EIGE’s vision to make gender equality a reality for all Europeans, it featured in the printed edition of the calendar 13 exemplary women who have broken gender stereotypes in terms of career choices, thus changing their lives and the lives of their communities for the better. The facts and figures presented in the calendar in connection with each monthly profile underline the need for such role models. Associated video interviews are rich testimonials that raise awareness on gender equality via social media.

Gender equality is constructing its own history. It is rich in women who have broken through gender boundaries and had their say in male-dominated fields. Therefore EIGE has chosen to present the historical profiles of inspiring women from the past in the gender area of the monthly online profiles.

In total, there are 52 weekly profiles in the Internet version of the calendar. The profiles are real-life stories of inspiring women who broke gender boundaries and had their say in male-dominated fields.

‘It is important to demonstrate that a woman can lead an organisation. That, as women, we are capable of participating in public debates and policymaking and decision-making. All of these things help to bring about a cultural change. But also to bring about more opportunity for women to actually penetrate leadership or achieve leadership positions.’

Carola Fischbach-Pyttel — the General Secretary of the European Federation of Public Service Unions (EPSU) and an inspiring woman featured in EIGE’s ‘Women inspiring Europe’ 2013 calendar. She is the first woman to be elected general secretary of an European Trade Union Federation.

To find out more, please visit EIGE’s website at: http://eige.europa.eu/content/carola-fischbach-pyttel

The ‘Women inspiring Europe’ 2013 calendar is the third under this initiative and, from 2014 onwards, the project will portray ‘Women and men inspiring Europe’.

EIGE publications

In 2012, EIGE published a number of reports, main findings and fact sheets as a result of the studies it had commissioned and coordinated. Due to increasing demand, the number of copies of se-
veral publications were doubled and even trebled in 2012. EIGE's publications were disseminated on a regular basis to its stakeholders as well as distributed during the events and conferences. Additionally, all the publications are easily accessible on EIGE’s website and available through its Resource and Documentation Centre (http://eige.europa.eu/rdc). Hard copies of all EIGE’s publications can be ordered online through EU Bookshop (http://bookshop.europa.eu/en/home/). In order to promote its publications, EIGE provides timely and relevant information about them through its website, social media and organised events.

A short description of EIGE's publications can be found at the end of this report.

**EIGE events**

EIGE has decided to have even stronger online presence. That is why it has focused on online events, for example for International Women’s Day on 8 March, during which five female artists were highlighted and presented their work on gender equality. Their artwork was presented to the public during an exhibition that travelled to three cities in Lithuania and was also displayed, shared and discussed on social media platforms.

**‘16 days of activism against gender violence’ campaign**

In 2012, EIGE supported the ‘16 days of activism against gender violence’ campaign with a dedicated communication focus on gender-based violence. During the campaign period (25 November–10 December) EIGE disseminated new data and information on gender-based violence to its key target groups through national media, its own website, social media, tailored emails and direct meetings.

In the area of media relations, EIGE disseminated a press release on its new report ‘Review of the implementation of the Beijing Platform for Action in the EU Member States: Violence against women — Victim support’ to the key national media in the Member States and Croatia, followed up by direct media contacts. As a result, information on EIGE’s new research in the area of gender-based violence was published by the national media in most Member States.

In the area of social media, EIGE started the ‘Men against violence’ campaign in which male staff of EIGE, members of the board and other supporters spoke out against violence against women. The campaign, together with intense, everyday information on key findings from EIGE’s research in the area of gender-based violence, was seen by around 10 000 users and gained EIGE’s new vitality record — 18.29%. The campaign images were shared and discussed widely on social media platforms, creating awareness and sending the message that violence should not be accepted.

**EIGE's campaign on Facebook:**

*Men against violence against women*
Throughout 2012, EIGE continued to strengthen the existing cooperation and dialogue with its main stakeholders and to develop further contacts with other relevant organisations.

It organised a series of consultation meetings in support of its work in the thematic areas. For example, a networking meeting with social partners was held on 13 March in Brussels to strengthen a regular exchange of information and cooperation in relation to gender equality work. The networking meeting on gender-based violence on 27 March in Barcelona grouped representatives of organisations involved in data gathering, analysis and monitoring in the field, with a view to strengthening a regular exchange of information and cooperation.

EIGE was invited to present its activities to participants in an Equinet legal training session in Vilnius, and Equinet board members visited the institute in May. Future links and cooperation efforts between the institute and Equinet/member equality bodies were discussed and agreed upon in several areas promoting gender equality and effective implementation of equal treatment legislation.

A consultation meeting in June in Vilnius focused on the Resource and Documentation Centre in its entirety, and specifically on its third pillar, the European Network on Gender Equality (EuroGender), involving information centres/libraries and the thematic network in the discussion on useful and effective networks. The consultation focused on: how to answer the needs of the users; how to use it to capture and disseminate knowledge on gender equality; how to structure the resources; how to best foster partnerships; and how to communicate around the RDC and EuroGender.

In October, EIGE organised a side event in the European Parliament in connection with the conference ‘Gender equality — What do the parliaments of the European Union do?’ The event showcased a video promoting EuroGender and the Resource and Documentation Centre and was assisted by EIGE’s staff.

The stakeholders’ database, the Institute’s stakeholder management system, was converted into a format that enables targeted dissemination of printed material through the Publications Office of the European Union, as well as via electronic communication.

**Cooperation with other agencies**

EIGE participated in the fifth fundamental rights platform meeting hosted by FRA at which it presented its work on gender-based violence and networked with some of the 180 civil society organisations that participated in the event. The cooperation agreement (memorandum of understanding) signed in 2010 with Eurofound was transformed into a practical working plan of cooperation. Mutual visits to discuss and deepen the cooperation took place. In November 2012, a meeting of directors of agencies in the area of justice and home affairs took place, during which they discussed areas of interest and future cooperation in the selected areas.

**Organisation and management**

More detailed information on the European Gender Equality Institute and its bodies and financial, administrative and personnel management as well as its work in 2012, is available in the EIGE annual activity report for 2012, which can accessed on the Institute’s website (http://www.eige.europa.eu/content/important-documents).
Annexes

Annex 1

EIGE’s publications in 2012

Beijing Platform for Action indicators

Report: Gender equality and climate change

*Review of the Implementation in the EU of Area K of the Beijing Platform for Action: Women and the Environment*

Prepared by EIGE, this report reviews the progress made by the European Union Member States in the implementation of one of the 12 areas of concern of the Beijing Declaration and Platform for Action for Equality, Development and Peace (BPfA), namely Area K: Women and the Environment.

Main findings: Gender equality and climate change


This publication summarises the main findings of EIGE’s report on implementation of one of the 12 areas of concern of the Beijing Declaration and Platform for Action for Equality, Development and Peace (BPfA). The topic of the report, selected by the Danish Presidency of the Council of the European Union, is gender equality and climate change. It focuses on the participation of women and men in decision-making in the public sector related to climate change and segmentation of education by gender in scientific and technical fields.
Fact sheet: Gender equality and climate change

This publication contains a concise summary of the main findings and recommendations of the report “Review of the implementation of the Beijing Platform for Action in the EU of Area K: Women and the Environment”.

Interview: Gender equality and climate change — We need equal participation, nothing less

An interview with climate expert Annika Carlsson-Kanyama about the female face of climate change and the fact that less focus is still given to women’s capacity to be drivers of change in the fight against climate change.

Report: Violence against Women — Victim support

Review of the implementation of the Beijing Platform for Action in the EU Member States

This report aims to support policymakers and all relevant institutions in their efforts to combat and prevent domestic violence, by providing them with reliable and comparable data and information for effective, evidence-based decisions and policy improvement.

Fact sheet: Support for women victims of intimate partner violence

This publication contains a very concise summary of the main findings and the recommendations of the report: ‘Review of the implementation of the Beijing Platform for Action in the EU Member States: Violence against women — Victim support’.
Interview with Sylvia Walby: Violence against women — Victim support

An interview with a distinguished Professor of Sociology and Unesco Chair in Gender Research, Lancaster University, and research consultant on gender-based violence for the United Nations Division for the Advancement of Women (UNDAW), UNECE, the UN Secretary-General, the United Nations Development Programme, the European Commission and EIGE. In the interview, the problems related to data collection in the area of violence against women are discussed as well as issues connected with victim support.

Gender Equality Index

Rationale for the Gender Equality Index

This is a summary of the conceptual and methodological issues of the ‘Study for the development of the basic structure of a Gender Equality Index for the European Union’ produced by Janneke Plantenga, Colette Fagan, Frederike Maier and Chantal Remery, commissioned by EIGE. The theoretical and empirical findings of the study were used for further work by EIGE in the course of the development of the Gender Equality Index for Europe.

Gender-based violence

The study to identify and map existing data and resources on sexual violence against women in the EU

This report is based on a study commissioned by EIGE and carried out by the European Women’s Lobby in 2011. The study focused on the following forms of sexual violence against women — rape, marital rape, sexual abuse/assault, sexual coercion and sexual harassment outside the workplace — and covered resources used by the Member States and Croatia between 2007 and 2010.
Information leaflet on EIGE’s resources on gender-based violence in the Resource and Documentation Centre

The leaflet provides practical information on EIGE’s Resource and Documentation Centre, which builds links to resources on gender-based violence in Europe published over more than 20 years.

Gender mainstreaming: gender training

Mapping of gender training policies and practices in the European Union — Summary of findings

The publication presents the key findings, conclusions and recommendations from EIGE’s study mapping the provision of gender training in the EU Member States and Croatia, conducted in 2012 under the project ‘Gender training in the European Union: Mapping, research and stakeholders’ engagement (2012−13)’. 

Gender training in the European Union: Reflections from the online discussion

This document reflects the process and views expressed by several participants in an online discussion held on 25 and 26 September 2012. The discussion was conducted as part of the study on ‘Gender training in the European Union: Mapping, research and stakeholders’ engagement (2012−13)’, undertaken by ICF GHK on behalf of EIGE. The participants used EuroGender — a new online platform that EIGE has developed for its stakeholders.
Gender training: Factors contributing to its effective implementation and challenges

Based on evidence gathered throughout EIGE’s project, this reference sheet outlines some examples of approaches to gender training that have worked and points to the main challenges that need to be addressed when planning to support gender mainstreaming with training activities.

Good practices in gender training

Based on evidence gathered for EIGE’s project on ‘Gender training in the EU: Mapping, research and stakeholders’ engagement (2012−13)’, this reference sheet presents some resources for gender training in Europe. It also provides some good practice examples in ‘train the trainers’ and gender competence programmes in specific sectors.

Gender training: Step-by-step approach to quality

Based on evidence gathered during EIGE’s study on ‘Gender training in the EU: Mapping, research and stakeholders’ engagement (2012−13)’, this reference sheet outlines the five key steps that need to be followed when planning gender training programmes in public authorities’ work.

The involvement of men in gender equality initiatives in the European Union

This report is the final product of the background study on the involvement of men in gender equality in EIGE’s working areas. The general aim of the report is to map relevant stakeholders in all EU Member States whose activity could be considered as contributing to a more effective involvement of men in the promotion of gender equality. Special attention was placed on specific approaches applied and materials produced by such actors.
Annex 2

List of ongoing studies in 2012

A full description of each study is available in Annex 3

Beijing indicators

- Study on Area D of the Beijing Platform for Action: Violence against Women (launched 2011) — completed (study carried out under 2011 budget)

- Study on Area J of the Beijing Platform for Action: Women and Media (launched 2012) — will be completed in the second quarter of 2013 (study carried out under 2012 budget)

- Study on Area H of the Beijing Platform for Action: Institutional Mechanisms (launched June 2012) — will be completed in the fourth quarter of 2013 (study carried out under 2012 budget)

Gender-based violence

- A study to map the current situation and trends in female genital mutilation (launched 2011, completed in December 2012)

- Mapping the current status and potential of administrative sources of data on gender-based violence in the EU and Croatia (launched in 2012; to be finalised in 2013, study carried out under 2012 budget)

Gender Equality Index

- Study for the construction of a statistical information system for the European Union Gender Equality Index (launched in 2011 — study carried out under 2011 budget)

- Information for country profiles on the efforts made by the EU Member States related to gender equality (launched in 2012 — study carried out under 2012 budget)

- Revision and enrichment of the conceptual framework for the Gender Equality Index (launched in 2012 — study carried out under 2012 budget)

Methods, tools and good practices

- Area J of the Beijing Platform for Action: Women and Media (launched May 2012 — study carried out under budget 2012)

- Area H of the Beijing Platform for Action: Institutional Mechanisms — ‘Review of the institutional capacity and effective methods, tools and good practices for mainstreaming gender equality in a few selected policy areas within the European Commission, the Member States and Croatia’ (launched October 2012 — study carried out under 2012 budget)

- Area D of the Beijing Platform for Action: Violence against Women — ‘Study on the collection of methods, tools and good practices in the field of domestic violence’ — completed (study carried out under 2011 budget)

- Gender training in the European Union (launched 2011, phase one carried out under 2011 budget)

List of planned studies in 2013

Beijing indicators

- Study on a selected area of concern of the BPfA (Greece)

- Study on a review of the BPfA +20 (Italy)
Gender Equality Index

- Maintenance and updating of data and metadata of EIGE’s database on gender statistics
- Study on a database on gender statistics

Methods, tools and good practices

- Study to complement the work on a selected area of concern of the BPfA (Greece)
- Study to complement the review of the BPfA +20 (Italy)

Research and Documentation Centre

- Feasibility study for a gender equality thesaurus and glossary for the EU

Other

- Background paper — development of the concept of benefits of gender equality
- Unforeseen studies — study on international activities in the field of data collection on gender-based violence across the EU
Annex 3

Information about the studies conducted by EIGE in 2012

Focal Area 1: Comparable and reliable data and indicators on gender equality

Collection of data and statistics on all of the 12 critical areas of concern of the BPfA — providing support to the Polish, Danish and Cypriot Presidencies of the Council

Support to the Cypriot Presidency of the Council (July–December 2012)

**Study in Area D of the Beijing Platform for Action: Violence against Women**

**Contract awarded to:** Austrian Women’s Shelter Network/WAVE (Women Against Violence Europe, Austria

**Study launched:** September 2011, final report delivered to EIGE in September 2012

**Description of the study:**
The study carried out under this contract focused on domestic violence against women, with a special emphasis on different types of support services for women victims of domestic violence in all EU Member States and Croatia. The study focused on collection of data and assessing the range, extent, number, actual use and quality of support services. It also provided a background overview of existing data and information on the profile of female victims of violence and male perpetrators, the measures targeting the male perpetrator, training of professionals, state measures to eliminate domestic violence against women and evaluation of the measures taken in all Member States and Croatia.

**Encountered difficulties:** —

**Future steps:**
The information from the background research and the collected data were used for drafting the report for the Cypriot Presidency of the Council of European Union. The data resulting from this study were integrated in a database, included in EIGE’s Research and Documentation Centre, and are also used for the calculation of the index.

Support to the Irish Presidency of the Council (January– June 2013)

**Study in Area J of the Beijing Platform for Action: Women and Media**

**Contract awarded to:** The University of Liverpool, United Kingdom

**Study launched:** March 2012, main study report delivered to EIGE in November 2012, media monitoring report to be delivered in March 2013
Description of the study:
The aim of the study is to produce a comprehensive report on the current implementation stage in the Member States of the objective formulated in Area J: Women and the Media, referring to ‘actions to be taken to increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication’ in order to propose indicators to monitor implementation in this area.

The study is dedicated to the topic of gender equality and the media, focusing on the role of women in the decision-making roles in media (boards of public and private broadcasters of radio/television stations). It also explores if and how the regulating media bodies in the EU Member States and Croatia developed voluntary codes of good practice in relation to the dignity of human beings and non-discrimination between the sexes in the sense of Directive 2010/13/EU.

Encountered difficulties: —

Future steps:
The information from the background research and the collected data were used for drafting the report for Irish Presidency of the Council of European Union. The data resulting from this study are to be integrated in a database, and to be included in EIGE’s Research and Documentation Centre.

Support to the Lithuanian Presidency of the Council (July–December 2013)

Study in Area H of the Beijing Platform for Action: Institutional Mechanisms

Contract awarded to: Aletta E-Quality, the Netherlands

Study launched: June 2012, final report to be delivered to EIGE in 2013

Description of the study:
The aim of the study is to produce a comprehensive report on the current implementation stage in the EU Member States and Croatia of the objectives formulated in Area H of the Beijing Platform for Action: Institutional Mechanisms for Advancement of Women. The study will provide a review of objectives H1 and H2 of the Beijing Platform for Action — ‘create or strengthen national machineries and other governmental bodies’ and ‘integrate gender perspectives in legislation, public policies, programs and projects’ and will monitor indicators proposed by Finnish Presidency in 2006. To provide a full overview of Area H, the study will also review implementation of the objective H3 in the Member States and Croatia (‘generate and disseminate gender-disaggregated data and information for planning and evaluation’) and will propose indicators to monitor this objective.

The study will explore: national machineries and other governmental bodies for gender equality; conditions for an effective functioning of national structures, such as location at the highest possible level in the government, sufficient resources in terms of professional capacity and budget, and the possibility of influencing the development of governmental policies; the commitment and responsibility of the national structures for promoting gender equality; gender mainstreaming; generating and disseminating sex-disaggregated data and information in each of EU Member States and Croatia.

Encountered difficulties: —
Future steps:
The information from the background research and the collected data will be used for drafting the report for Lithuanian Presidency of the Council of the European Union. The data resulting from this study are to be integrated in a database, and included in EIGE’s Research and Documentation Centre, and used for the calculation of the index.

EIGE’s work on gender-based violence

‘Study to map the current situation and trends of female genital mutilation in 27 EU Member States and Croatia’

Contract awarded to: the consortium composed of the Ghent University — ICRH and E.A.D.C. (Yellow Window Management Consultants)

Study launched: 2011; final report delivered to EIGE in December 2012

Description of the study:
The main objective is to support and contribute to the future development of strategies for the elimination of different forms of violence against women, by assessing and analysing the current situation concerning female genital mutilation (FGM) in the EU Member States and Croatia, notably on prevalence, policy and legal framework, actors dealing with this issue and approaches. Finally, the study provides recommendations on data collection and policy approaches to FGM in the EU.

The study consists of two phases.

First phase: Desk research in the EU Member States and Croatia. The research identified the six most comparable indicators to assess and monitor the situation in relation to FGM: prevalence studies; asylum granted on FGM grounds; specific criminal law provisions on FGM; national action plans covering FGM; FGM-related child protection interventions and hospital/medical records on FGM. The main findings of the study’s first phase show that data on the prevalence of FGM in the Member States and Croatia are not systematically collected. Eight Member States (Belgium, France, Germany, Hungary, Ireland, Italy, Netherlands, United Kingdom) have undertaken prevalence estimates of women and girls at risk and victims of FGM but not on a systematic basis. Although some policies to abandon FGM have been developed in the Member States and Croatia, coherent and comprehensive national approaches are rare. There are national action plans that deal exclusively with FGM in eight countries. Moreover, prevention work on FGM as well as services for victims of FGM are seriously underfunded and are not organised in a structured or sustainable way.

Second phase: In-depth research in nine EU Member States; bringing about the first collection of information and data, legal and policy framework, actors, tools and methods in the area of FGM in the EU. The different national approaches to tackle FGM in the EU were analysed and compared in order to identify practices with potential in prevention, protection, prosecution, provision of services, partnership and prevalence.

Encountered difficulties: —

Future steps:
The final report and country fact sheets on FGM will be launched in March 2013.
‘Mapping the current status and potential of administrative sources of data on gender-based violence in the EU and Croatia’

**Contract awarded to:** Matrix Insight Ltd

**Study launched:** September 2012; final report to be delivered to EIGE in August 2013

**Description of the study:**
The study aims to map the key administrative data sources on gender-based violence — and statistical products created from these sources — in the 27 EU Member States and Croatia and analyse their relevance, reliability and quality.

So far, there has been no overview available of the extent, scope and potential of administrative data collection on gender-based violence in the Member States and Croatia. EIGE intends to fill this gap with this study.

As the first stage, a comprehensive and detailed map of the existing administrative sources of data on the issue will be built.

Based on the results of this analysis, the feasibility of the collection of comparable data at EU level from the identified national administrative sources on GBV will be assessed. Finally, the study will provide recommendations for improving the statistical potential of administrative sources on GBV as well as a set of guidelines to harmonise data collection. This will constitute the first and the most essential step for a reliable compilation of comparable administrative data on GBV across the EU.

Between September and December 2012, EIGE developed methodological guidelines to map, describe and assess efficiently and effectively administrative sources of data on gender-based violence and statistics drawn from these sources in the EU Member States and Croatia. The evidence review and desk research have also been initiated.

**Encountered difficulties:** —

**Future steps:**
The field research of the study in each country will be carried out between January and April 2013. The analysis of the results of the desk and field research will be produced between May and July. The database of key administrative data sources and statistics from them and an overview of the status of administrative data collection on gender-based violence in the EU Member States and Croatia will be ready in May 2013. The final report (Feasibility study on administrative data collection on gender-based violence in the European Union) is expected in August 2013.
‘Study on international activities in the field of data collection on gender-based violence across the EU’

**Contract awarded to:** The European Institute for Crime Prevention and Control, affiliated with the United Nations (HEUNI)

**Study launched:** December 2012; final report to be delivered to EIGE in May 2013

**Description of the study:**
The study will review data collected by EU bodies and the main international organisations as well as the existing and planned activities addressing this subject. The information provided will enable EIGE to avoid duplicated work, strengthen synergies and identify existing gaps for guiding its future activities in this field.

**Encountered difficulties:** —

**Future steps:**
The study will be carried out between January and April 2013. The final report is expected in May 2013.

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**EIGE’s Gender Equality Index**

**Study for the construction of a statistical information system for the European Union Gender Equality Index**

**Study launched:** Initially launched in June 2011, relaunched in August 2011. Final report delivered to EIGE in November 2012.

**Contract awarded to:** Panteia B.V. Business Unit: EIM Business and Policy Research, the Netherlands

**Description of the study:**
The study will provide a relational database on gender equality in the 27 EU Member States. The construction of the index will be based on a selection of variables from the statistical information system whereby the natural complexity of gender equality is reflected through a structured and classified system of variables. This project provides the database from which the data for the index can be drawn.

The statistical information system (SIS) is composed of data and exhaustive descriptions of the meta-information of the generating process of the index, which are relevant for the composition of the Gender Equality Index. The meta-information includes conceptual information, methodology, harmonisation of data within the Member States and institutional references.

Through this project, EIGE obtained:
- the structured classification and organisation of a SIS based on a comprehensive framework of gender equality through mapping gender equality policy priorities in the EU;
- the support in the calculation process of the index.

The main outputs are:
- the architecture of the SIS;
- the complete database and the log file describing its construction;
- a comprehensive assessment of the quality of data;
- a glossary of the statistical terms;
- a glossary of the meta-information in the SIS;
- identification of the methodology implemented and the problems encountered, namely on the imputation of data.
**Encountered difficulties:** EIGE encountered delays in the implementation of this project. Since the initial call for tender (open procedure) received only one unsuccessful offer, the study needed to be relaunched. The terms of reference were also adjusted. Since the creation of an index on the scale planned by EIGE is unique and does not exist yet, finding a partner proved hard.

**Information on Gender Equality Index country profiles in relation to the efforts made by the EU Member States towards gender equality**

**Study launched:** in June 2012

**Contract awarded to:** Franet National Focal Points from the Member States

**Description of the study:**
The scope of this study was to gather information on the actions carried out by national governments and other relevant institutions in promoting and mainstreaming gender equality.

The relevant information on gender equality, reflecting the efforts made by the EU Member States was provided for the period 2005–12.

National focal points were requested to gather information about national policy measures taken by the national and regional governments of Member States in the promotion of gender equality.

All the information used to produce the report comes from national sources which are publicly available.

The national reports are structured according to the following areas of concern: general scope, work, money, power, knowledge, time and participation, health, violence and intersecting inequalities.

**Encountered difficulties:**
This project proved to be very ambitious due to its wide scope. The establishment of the criteria for selection of the Member States’ initiatives for the support of the Gender Equality Index results turned out to be especially challenging.

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**Revision and enrichment of the conceptual framework for the Gender Equality Index**

**Study launched:** August 2012

**Contract awarded to:** Eileen Drew

**Description of the study:**
The service requested provided the revision and updating of the conceptual framework underpinning the Gender Equality Index. The research methodology was desk-based research. The deliverable is a full conceptual paper together with references and annexes, written in a way that is understandable by non-experts and of the highest publishing quality.

**Encountered difficulties:** The negotiated tender was initially launched in June 2012. As no offers meeting all of the project’s eligibility criteria were received, a more restricted negotiated procedure was implemented. Consequently, EIGE experienced some delays in the implementation of this project. The final deliverable was received in September 2012, and after a process of revisions, the accepted paper was delivered in October 2012.
**Focal Area 2: collecting and processing methods and practices for gender equality work**

**Study on good practices, tools and methods in Area J of the Beijing Platform for Action: Women and Media**

**Contract awarded to:** Fondazione Giacomo Brodolini (in partnership with Ecorys), Italy

**Study launched:** March 2012; final report to be delivered to EIGE in April 2013

**Description of the study:**

The collection and dissemination of methods, tools and good practices (MTGP) aiming to provide an overview of approaches and experiences in the 27 EU Member States and Croatia, in areas of concern regarding the Beijing Platform for Action selected by the forthcoming presidencies of the Council of the European Union.

The collection of methods, tools and good practices aims to provide an overall perspective of the existing knowledge at European level, so as to improve the flow and the transferability of the added value identified by the practices among Member States and then enhance the implementation of effective gender mainstreaming and gender equality policies.

The overall objective of the study is to contribute to the promotion of gender equality in European society.

The specific objective is to provide a collection of methods, tools and good practices, in the context of women and the media, together with a literature review and a collection of relevant national and European policies and a programming document.

The project intends to make available a wide knowledge of methods and tools for decision-makers and media managers, for media organisations to support the implementation of gender mainstreaming strategies. The project aims to:

- increase women’s participation and their expression in the media;
- increase women’s participation and access to decision-making in the media;
- establish and develop gender-sensitive self-regulation in media organisations;
- develop gender skills and knowledge among professionals, staff, decision-makers and media managers;

**Encountered difficulties:** —

**Future steps:**

Data resulting from this study, concerning methods, tools, resources, stakeholders and good practices, will be integrated in a database and included in EIGE’s Research and Documentation Centre.
Study on good practices, tools and methods in Area D of the Beijing Platform for Action: Domestic Violence

Contract awarded to: Istituto per la Ricerca Sociale, Italy; and GIO Gender Interuniversity Observatory — University of Rome ROMATRE, Italy

Study launched: 2011; final report delivered to EIGE in December 2012.

Description of the study:
The study’s objective is to collect information on training, awareness raising and victim support tools, methods and good practices in the area of prevention of domestic violence in the European Union to develop a better knowledge on methods, tools and good practices (MTGP), collected across the 27 EU Member States and Croatia, and make available to the users the practical information related to MTGP as well as to foster the exchange of good practices in this area.

The study aims to collect MTGP in the context of domestic violence (victim support) in order to enhance the effectiveness of gender equality policies at both the EU and Member States levels. The project intends to disseminate the added value expressed by the collected experiences and methodological approaches among stakeholders and relevant national and European institutions.

The project will focus on training, awareness raising and victim support methods, tools and good practices, in order to enhance the effectiveness of gender equality policies dealing with domestic violence. The study will be made available through EIGE’s Resource and Documentation Centre.

Encountered difficulties: —

Future steps:
The data resulting from this study, concerning methods, tools, resources, stakeholders and good practices, will be integrated in a database and included in EIGE’s Research and Documentation Centre.
**Study on good practices, tools and methods in Area H of the Beijing Platform for Action: Institutional Mechanisms**

‘Review of the institutional capacity and effective methods, tools and good practices for mainstreaming gender equality in a few selected policy areas within the European Commission, the Member States and Croatia’.

**Contract awarded to: Yellow Window**

**Study launched:** Procurement process relaunched in October 2012; kick-off meeting held on 3 January 2013 and final report to be delivered to EIGE in late 2013.

**Description of the study:**

The study will map the institutional mechanisms and the methods and tools for gender equality and gender mainstreaming in the European Commission, the EU Member States and Croatia. It will include an evaluative analysis of the effectiveness of a particular method for gender mainstreaming, gender impact assessment, in a selected policy area.

**Encountered difficulties:**

This study was originally launched through an open procedure in September 2012, but failed to attract bids answering all selection criteria. The open procedure was consequently cancelled and replaced by a negotiated procedure in October 2012.

**Future steps:**

The study will complement the presidency report on institutional mechanisms.

The data resulting from this study will be integrated in a database and included in EIGE’s Research and Documentation Centre.
EIGE’s work on gender training

**Gender training in the European Union: mapping, research and stakeholders engagement**

**Contract awarded to:** GHK Consulting Limited, United Kingdom

**Study launched:** in 2010, with the project to be implemented in two phases; the mapping study final report (delivered in December 2012 and the in-depth study report to be delivered in November 2013.

**Description of the study:**
With this study, EIGE intends to increase knowledge on gender training in the European Union, collect across the EU Member States and make available practical and resourceful information related to gender training as well as to foster discussion on the development and acceptance of quality standards for gender training in the EU.

The initiative aims to capture and build upon a wide, at times fragmented, experience of the EU and lessons learned in the field of gender training. It will contribute to a wider acceptance of gender training as a necessary tool for an effective implementation of gender mainstreaming strategy, creating a pool of practical information and facilitating the process of critical reflection on the quality of such training. Additionally, the initiative intends to bring together different actors and facilitate the transfer of knowledge between academia and practitioners so as to increase the capacity of relevant practitioners in pursuing effective gender training programmes.

One of the main aims of this tender is to develop an effective approach to identifying, presenting in a user-friendly manner, disseminating and exchanging good practices in gender training. The information will be made available to Member States’ authorities in order to help them formulate policies and measures at local, regional and national levels in their spheres of competence.

The initiative is expected to add up to a smoother and more effective implementation of gender equality policies and initiatives across the EU by supporting the Member States with useful information and recommendations that would help in building the professional gender equality capacity of their civil servants.

**Main conclusions:** The research has shown the wide variation in the backgrounds and professional qualifications of gender trainers and has also demonstrated a wide range of approaches towards designing gender training. In academic circles, the issue of setting at least the minimum quality standards has been long discussed, but in practice no such standards exist. Furthermore, institutions and organisations commissioning gender training do not typically have reference frameworks that would help them to decide what training would be most effective for them. They also lack guidance on the process of finding and selecting high-quality training services.

Thus issues of quality assurance should remain high on the agenda.

The study concluded that gender training needs to be considered and designed as a vital part of gender mainstreaming and a wider ‘capacity-building strategy’ that includes post-training activities, monitoring systems and changes in the organisation.

Based on the insights of the mapping study, phase II of the project (to be carried out in 2013) will aim at a more profound analysis of gender training. It will explore the factors underlying the effectiveness of gender training as means for capacity building of staff and as a tool for transformative gender mainstreaming. Greater attention will be devoted to issues of quality, practical guidance and stakeholders’ involvement in creating progress in the area.

**Encountered difficulties:** —
Annex 4

Achievement of output indicators, EIGE’s annual work programme 2012

1.1 INSTITUTIONAL SET-UP AND BODIES OF EIGE

Output of the activity: Necessary administrative and operational structures in place

<table>
<thead>
<tr>
<th>Output indicators</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Meetings of the Management Board (Q2, Q4).</td>
<td>1. Management Board meetings on 14 March (Brussels); 6 June (Vilnius); 25 October (Vilnius).</td>
</tr>
<tr>
<td>2. Meetings of the Experts’ Forum (Q3, Q4).</td>
<td>2. 8th meeting on 14 and 15 March; 9th meeting on 26 and 27 June; 10th meeting on 14 and 15 November.</td>
</tr>
<tr>
<td>5. Implementing provisions to Staff Regulations adopted (Q2–Q4).</td>
<td>5. Two implementing provisions adopted, dealing with anti-harassment and the interim occupation of management posts.</td>
</tr>
<tr>
<td>7. Establishment plan completed.</td>
<td>7. Establishment plan completed at 96.2 %</td>
</tr>
</tbody>
</table>

1.2 FOCAL AREA 1: COMPARABLE AND RELIABLE DATA AND INDICATORS ON GENDER EQUALITY

1.2.1. COLLECTION OF DATA, STATISTICS AND INFORMATION ON ALL OF THE 12 CRITICAL AREAS OF CONCERN OF THE BPFA/ PROVIDING SUPPORT TO THE DANISH, CYPRIOT, IRISH AND LITHUANIAN PRESIDENCIES OF THE COUNCIL OF THE EU; GENDER-BASED VIOLENCE

Output of the activity: Functioning and effective support to the presidencies of the Council of the EU

<table>
<thead>
<tr>
<th>Output indicators</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Meetings of the Working Group on Beijing indicators (Q2, Q3).</td>
<td>1. Two working group meetings in April and October.</td>
</tr>
<tr>
<td>3. Meetings with governments holding the presidency in 2012 — Denmark and Cyprus (Q1, Q3).</td>
<td>3. Meetings with representatives of Danish (January) and Cypriot (September) governments.</td>
</tr>
<tr>
<td>5. Studies on selected areas of the BPfA for Ireland and Lithuania launched (Q1–Q2).</td>
<td>5. Studies launched on ‘Women and the media’ (March) and ‘Institutional mechanisms’ (July).</td>
</tr>
<tr>
<td>6. Report for the Danish Presidency delivered (Q1).</td>
<td></td>
</tr>
</tbody>
</table>
7. Report for the Cypriot Presidency delivered (Q3).
9. Consultation meetings with experts in selected areas by Cyprus and Ireland (Q2, Q3).
10. Unforeseen ad hoc study 2012 (based on the flexibility clause in EIGE’s annual work programme).

6. Report for the Danish Presidency delivered in March.
7. Report for the Cypriot Presidency delivered in October.
8. Draft report for the Irish Presidency delivered in December.
9. Consultations with DG Communications Networks, Content and Technology, the European Federation of Journalists, and representatives from the European Broadcasting Union, UNECE and Unicef.
10. Study on international activities in the field of data collection on gender-based violence across the EU launched in December.

### 1.2.2 EU GENDER EQUALITY INDEX

**Output of the activity:** A concept for an index developed for the European Union to assess (in)equality between women and men in Europe

<table>
<thead>
<tr>
<th>Output indicators</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Meetings of the Working Group on Gender Equality Index (Q2, Q4).</td>
<td>1. Two working group meetings in March and November.</td>
</tr>
<tr>
<td>2. Consultations with international, European and national data source providers and other relevant stakeholders (Q1–Q4).</td>
<td>2. Consultations with the following international, European and national data source providers and other relevant stakeholders:</td>
</tr>
<tr>
<td>3. International consultation seminar on measuring gender equality in Europe (Q4).</td>
<td>2.1 Meeting for establishing the cooperation agreement with Eurostat in April.</td>
</tr>
<tr>
<td>4. Publication on the European Gender Equality Index (Q3–Q4)</td>
<td>2.2 Work session on the communication of statistics with UNECE in June.</td>
</tr>
</tbody>
</table>

**Achievements**

1. Two working group meetings in March and November.
2. Consultations with the following international, European and national data source providers and other relevant stakeholders:
   2.1 Meeting for establishing the cooperation agreement with Eurostat in April.
   2.2 Work session on the communication of statistics with UNECE in June.
   2.4 Working meeting with the Joint Research Centre (JRC) Unit of Econometric and Applied Statistics in October.
   2.5 JRC annual seminar on composite indicators in October.
   2.6 Labour market statistics (LAMAS) working group with Eurostat in October.
3. International consultations on measuring gender equality in Europe:
   3.1 Presentation of index in the work session on gender statistics, Group of Experts on Gender Statistics, UNECE, in March.
   3.2 IX ISQOLS International Conference: Discovering new frontiers in quality of life research, University of Venice, November.
   3.3 International Congress on Social Diversity, a session on measuring gender equality in Europe, Santiago de Compostela University, December.
4. Publication ‘The rationale for the Gender Equality Index for Europe’ (September). The final publication on Gender Equality Index will be launched in June 2013.
### 1.3 FOCAL AREA 2: COLLECTING AND PROCESSING METHODS AND PRACTICES FOR GENDER EQUALITY WORK

#### 1.3.1 GENDER MAINSTREAMING TOOLS AND METHODS

**Output of the activity:** Effective training tools to promote gender equality and gender mainstreaming available to users

#### 1.3.2 COLLECTING, PROCESSING AND DISSEMINATING GOOD PRACTICES

<table>
<thead>
<tr>
<th>Output indicators</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Study to explore good practices for data collection in order to create conditions for hosting a future observatory on violence against women (Q2).</td>
<td>1. EIGE reoriented this indicator into a study on ‘Mapping the current status and potential of administrative sources of data on gender-based violence in the EU and Croatia’.</td>
</tr>
<tr>
<td>2. Studies on good practices, tools and methods within the BPFA areas chosen by Ireland and Lithuania launched (Q1–Q2).</td>
<td>2. Study on Women and the Media (Irish Council Presidency) launched (April); study on Institutional Mechanisms (Lithuania Council Presidency) launched (launched September, relaunched October).</td>
</tr>
<tr>
<td>3. Report on gender training finalised and available on EIGE’s website (Q4).</td>
<td>3. The study report presented to EIGE in December; currently in the processes of finalising; will be made available online in February 2013; the Executive Summary of the report available online from November 2012; 28 country factsheets (Annex to the final report) were presented to EIGE in October 2012; were validated with Thematic Network on Gender Training (TNGT); will be available online in February 2013.</td>
</tr>
<tr>
<td>4. Database of gender training and gender trainers updated, system for updating in place (Q3).</td>
<td>4. Database of gender trainers and training institutions presented in Excel format in October 2012; validated with TNGT; currently being turned into an online format; will be available from February 2013.</td>
</tr>
<tr>
<td>5. Inventory of gender training materials and manuals published (Q3–Q4).</td>
<td>5. Database of gender training resources institutions presented in Excel format in October 2012; validated with TNGT; currently being turned into an online format; will be available from February 2013.</td>
</tr>
<tr>
<td>7. Materials and information package on training (Q4).</td>
<td>7. The information package prepared for the European conference has been online since November 2012.</td>
</tr>
<tr>
<td>8. Database of gender mainstreaming tools and methods developed and available, system for updating it in place (Q1–Q4).</td>
<td>8. Database of methods and tools, annotated bibliography on domestic violence made available to users; system for updating will be ready in 2013.</td>
</tr>
<tr>
<td>10. Ad hoc expert meetings on good practices related to presidencies’ areas of concern and gender equality and mainstreaming training (Q1–Q3).</td>
<td></td>
</tr>
</tbody>
</table>
10. Exchange of good practices, United Kingdom, 7 and 8 February, focus on awareness raising on violence against women (participation). Exchange of good practices, Norway, on 10 and 11 May, focus on women in decision-making (participation). Consultation meeting to assess good practices in preventing domestic violence, Vilnius, 26 September (organisation). Peer review meeting on female genital mutilation, Vilnius, 10 May (organisation).

11. Three reference sheets on gender training published in November 2012, available online; reflections from the online discussion on gender training report published in November 2012, available online; database ‘Men and gender equality’ available online from December 2012.

1.4 RESOURCE AND DOCUMENTATION CENTRE

Output of the activity: Comprehensive information on gender equality and the work of EIGE accessible to stakeholders and the public

1.4.1 ESTABLISHMENT OF A RESOURCE AND DOCUMENTATION CENTRE

<table>
<thead>
<tr>
<th>Output indicators</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Increased number of cooperation agreements with research centres, libraries and information centres (Q1–Q4).</td>
<td>1. Cooperation agreement with five partners formally signed in Vilnius during Q4.</td>
</tr>
<tr>
<td>2. Network information campaign launched (Q1).</td>
<td>2. The EuroGender network will be launched in 2013. The information campaign was postponed to coincide with this to 2013.</td>
</tr>
<tr>
<td>3. Data and information on two new areas of the BPfa at the RDC available (Q4).</td>
<td>3. EIGE reports on the BPfa areas have been integrated in the RDC. The database on ‘Women and men in the EU: facts and figures’ has been kept up to date during 2012.</td>
</tr>
<tr>
<td>4. Calendar ‘Women inspiring Europe’ 2013’ printed and distributed (Q4).</td>
<td>4. The calendar ‘Women inspiring Europe’ 2013 was prepared, printed and distributed.</td>
</tr>
<tr>
<td>5. Video presentations of the Women inspiring Europe 2013 launched (Q1).</td>
<td>5. A short video interview and accompanying text was put online on EIGE’s website: <a href="http://eige.europa.eu/content/women-inspiring-europe-2012">http://eige.europa.eu/content/women-inspiring-europe-2012</a></td>
</tr>
<tr>
<td>6. IT tools for the electronic network in service (Q3–Q4).</td>
<td>6. IT tools required for the EuroGender network were installed to an EIGE staging server.</td>
</tr>
<tr>
<td>7. System to update and monitor IT platform in place (Q4).</td>
<td>7. A helpdesk for monitoring and update was put in place.</td>
</tr>
</tbody>
</table>
1.5 AWARENESS-RAISING, NETWORKING AND COMMUNICATION

Output of the activity: Communication and exchange with stakeholders, networks and EU citizens

1.5.1 DEVELOPMENT OF A COMMUNICATION STRATEGY

1.5.2 EIGE STAKEHOLDERS AND PARTNERS

Output of the activity: Partnerships across Europe established

<table>
<thead>
<tr>
<th>Output indicators</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Events calendar on the web (Q1);</td>
<td>1. Events calendar on the web and updated.</td>
</tr>
<tr>
<td>2. Number of communication partnerships at EU and Member State levels (Q1, Q2);</td>
<td>2. Established with European Commission office in Cyprus, EEA and JLS agencies.</td>
</tr>
<tr>
<td>3. Consultation meetings with stakeholders (Q1, Q2);</td>
<td>3. Two consultation meetings were held: with the social partners on 13 March, Brussels; and on gender-based violence on 27 March, Barcelona.</td>
</tr>
<tr>
<td>4. E-publications (Q2);</td>
<td>4. Uploaded on the web and updated.</td>
</tr>
<tr>
<td>5. Stakeholder’s information management system procured (Q3);</td>
<td>5. 3rd meeting of the Thematic Network on Useful and Effective Networks, 18-19 June, Vilnius.</td>
</tr>
<tr>
<td>6. Journalists’ thematic network meetings</td>
<td>6. Meetings of the JTN held on 10-11 April, Copenhagen; 7-8 November, Nicosia.</td>
</tr>
</tbody>
</table>
### List of 2012 contracts

Contracts under administrative procurement, 2012

<table>
<thead>
<tr>
<th>Reference</th>
<th>Title</th>
<th>Procedure</th>
<th>Commitment No</th>
<th>Contract signature date</th>
<th>Contract amount (EUR)</th>
<th>Contractor</th>
</tr>
</thead>
<tbody>
<tr>
<td>EIGE/2012/ADM/01</td>
<td>FWC travel, accommodation and related services</td>
<td>OP</td>
<td>n/a</td>
<td>20.4.2012</td>
<td>500 000.00</td>
<td>WestExpress UAB, Lithuania</td>
</tr>
<tr>
<td>EIGE/2012/ADM/02</td>
<td>HR software rent</td>
<td>FWC DI/06820</td>
<td>EIG.352</td>
<td>16.1.2012</td>
<td>1 111 66</td>
<td>COMPAREX</td>
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**Title**

- Proofreading
- Equinet meeting in Vilnius
- EIGE country profiles
- Integration of men into GE
- Area H of BPIA: Institutional Mechanisms (Lithuanian Presidency)
- Purchase and delivery of books
- GEM Conceptual Framework Revision II
- Animation; online discussions within EuroGender
- Collection of resources on the impact of the social and economic crisis on women and men in Croatia (2009-12)
- Review of the Institutional Capacity and Effective Methods, Tools and Good Practices for Mainstreaming Gender Equality in a few selected Policy Areas in the European Commission, the EU Member States and Croatia
- Request for additional services (conference)
- Subscriptions to two bibliographic databases on gender equality
- Subscriptions to serials

**Contractor**

- Metropolio Vertimai
- Valmeda
- Member States
- Jens van Tricht
- Aletta E-Quality
- Krzywoks Eureka UAB
- Ireland
- Eileen Dierk
- Ana Gruden
- EADC-Yellow Window
- ICF-GHK
- EBSCO
- LM information delivery
- Finland

**Contract amount (EUR)**

- 21 100.00
- 1 500.00
- 24 510.70
- 9 480.00
- 298 040.00
- 40 449.34
- 9 750.00
- 124 500.00
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<td>EIGE-OPOCE-SLA</td>
<td>Production and publication of: Report on VaW; MF VaW; Factsheet VaW; Factsheet-interview with Annika Carlsson-Kanyama; factsheet Women and Climate change</td>
<td>SLA</td>
<td>EIG.470</td>
<td>n/a</td>
<td>11 563.52</td>
<td>Publications Office</td>
<td>Luxembourg</td>
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<td>EIGE-OPOCE-SLA</td>
<td>Good Practices on FGM; Country reports on FGM; Collection of good practices in DV; Good practices in the field of DV; FGM country fact sheets; GT country fact sheets; Gender Stereotypes Report; Gender Stereotypes discussion paper; Post conference Publ; Reference sheets; GT Executive summary; Methodological on preventing and Protecting from DV</td>
<td>SLA</td>
<td>EIG.561</td>
<td>n/a</td>
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### SPECIFIC CONTRACTS UNDER FRAMEWORK CONTRACTS

#### EIGE/2011/OPER/04 — EVENTS AND TECHNICAL MEETINGS

<table>
<thead>
<tr>
<th>Reference</th>
<th>Description</th>
<th>Contract No.</th>
<th>Start Date</th>
<th>Amount</th>
<th>Provider Name</th>
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<tr>
<td>RS6</td>
<td>Organisation of two meetings of EIGE’s institutional bodies in Vilnius, in June 2012</td>
<td>EIG.361</td>
<td>31.1.2012</td>
<td>65 000.00</td>
<td>Adria Congrex</td>
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<tr>
<td>RS7</td>
<td>Organisation of a package of five events in Copenhagen and Vilnius. Provision of related services</td>
<td>EIG.382</td>
<td>16.3.2012</td>
<td>123 940.90</td>
<td>LDK Consultants Engineers and Planners</td>
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<td>RS8</td>
<td>Organisation of three meetings to be held in Vilnius and/or Brussels and related services</td>
<td>EIG.405</td>
<td>22.5.2012</td>
<td>78 883.00</td>
<td>Media Consulta Event Gmbh</td>
<td>Germany</td>
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<tr>
<td>RS9</td>
<td>Organisation of two meetings of EIGE’s institutional bodies in Vilnius, in October/November 2012</td>
<td>EIG.362</td>
<td>16.8.2012</td>
<td>51 799.00</td>
<td>LDK Consultants Engineers and Planners</td>
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<td>RS10</td>
<td>Organisation of two parallel meetings, with one joint session, of EIGE’s thematic networks in Vilnius, on 18 June 2012</td>
<td>EIG.408</td>
<td>31.5.2012</td>
<td>47 978.08</td>
<td>Media Consulta Event Gmbh</td>
<td>Germany</td>
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<td>RS11</td>
<td>Organisation of package of two events in Nicosia and Brussels. Provision of related services.</td>
<td>EIG.485</td>
<td>24.10.2012</td>
<td>61 998.60</td>
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<td>RS12</td>
<td>Four meetings in Brussels</td>
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#### EIGE/2012/ADM/13 - SUPPORT OF EIGE COMMUNICATION ACTIVITIES

<table>
<thead>
<tr>
<th>Lot 1</th>
<th>EIGE through communication events and activities.</th>
<th>Contract No.</th>
<th>Start Date</th>
<th>Amount</th>
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<tr>
<td>RS1</td>
<td>Organisation of AwayDay in the frame of internal communication strategy for EIGE staff, on 24 or 25 September 2012, Vilnius</td>
<td>EIG.466</td>
<td>23.7.2012</td>
<td>4 832.86</td>
<td>Small Talk Ideas</td>
<td>Lithuania</td>
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<td>RS2</td>
<td>Logistical arrangements for EIGE trainings in 2012</td>
<td>EIG.463</td>
<td>4.9.2012</td>
<td>2 798.08</td>
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<td>Lot 3</td>
<td>Design adaptation and production of EIGE’s communication outputs</td>
<td>Media Consulta</td>
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<td>RS2</td>
<td>Production of a factsheet Annika Carlsson-Kanyama</td>
<td>EIG.517 17.12.2012</td>
<td>1 241.25</td>
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<td>RS4</td>
<td>I. Templates referring to EIGE style guide; II. Illustrations; III. E-Christmas card</td>
<td>EIG.530 19.12.2012</td>
<td>8 935.00</td>
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<th>Lot 4</th>
<th>EIGE Web Services</th>
<th>Eworx</th>
<th>Greece</th>
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<tr>
<td>RS1</td>
<td>EIGE Web Services — RS1</td>
<td>EIG.562 (EIG.484) 23.10.2012</td>
<td>160 775.00</td>
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<td>RS2</td>
<td>EIGE Web Services — RS2</td>
<td>EIG.570 20.12.2012</td>
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<td>RS3</td>
<td>Video presentation</td>
<td>EIG.575</td>
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### OTHER CONTRACTS IN FORCE FROM 1 JANUARY 2012

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<td>PHASE I</td>
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<td>EIG.528</td>
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</table>
The European Institute for Gender Equality team in 2012
June 1999: Draft proposal for the establishment of a European Institute for Gender Equality by the Swedish Minister for Gender Equality Ms Margareta Winberg

2002: Feasibility study for a European gender institute commissioned by the European Commission

2004: Study on the ‘Role of a future European gender institute’ commissioned by the European Parliament

11 December 2006: Decision to establish EIGE in Vilnius, Lithuania

20 December 2006: Adoption of Regulation (EC) No1922/2006, establishing a European Institute for Gender Equality

April–May 2007: Nomination of the members of the Management Board by the Council

October 2007: First meeting of the Management Board in Brussels

April 2009: Appointment of the Director and subsequently recruitment of the first two members of staff

December 2009: First meeting of EIGE’s Experts’ Forum in Vilnius

28 April 2010: First annual work programme for 2010 adopted

16 June 2010: Financial independence granted for the institute

19 and 20 June 2010: Official opening of the institute in Vilnius

2011: First studies published by EIGE

October 2012: Signing of the Seat Agreement with the Lithuanian Government

January 2013: EIGE moves to its permanent premises in the House of the European Union
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PRINTED ON ELEMENTAL CHLORINE-FREE BLEACHED PAPER (ECF)
Making equality between women and men a reality for all Europeans and beyond is the vision of the European Institute for Gender Equality.

About EIGE

EIGE is a European agency which supports the EU and its Member States in their efforts to promote gender equality, to fight discrimination based on sex and to raise awareness about gender equality issues. Its tasks are to collect and analyse comparable data on gender issues, to develop methodological tools, in particular for the integration of the gender dimension in all policy areas, to facilitate the exchange of best practices and dialogue among stakeholders, and to raise awareness among EU citizens.

The institute’s bodies include a Management Board (decision-making body), an Experts’ Forum (consultative body) and a Director (executive body) and her staff. The Management Board adapts the annual and medium-term work programmes as well as the institute’s budget. The Experts’ Forum supports the Director in ensuring the excellence and independence of the institute. The Director, as the legal representative of the institute, is responsible for its daily management as well as for the implementation of the work programme.

The institute’s budget for 2012 amounted to EUR 7,741,800. During 2012, it employed 30 temporary agents, nine contract agents, five seconded national experts, eight trainees and five interim staff.

The European Institute for Gender Equality

Annual Report 2012

List of acronyms

BPfA
Beijing Platform for Action
Cedefop
European Centre for the Development of Vocational Training
ECLAS
European Commission Libraries Catalogue
EFSA
European Food Safety Authority
EMPL
Directorate-General for Employment, Social Affairs and Inclusion
EPSCO
Employment, Social Policy, Health and Consumer Affairs Council
ETF
European Training Foundation
EuroVoc
multilingual thesaurus of the European Union
EWL
European Women’s Lobby
Equinet
European Network of Equality Bodies
Eurofound
European Foundation for the Improvement of Living and Working Conditions
FRA
European Union Agency for Fundamental Rights
GBV
gender-based violence
GEI
Gender Equality Index
GIA
gender impact assessment
GM
gender mainstreaming
HLSG
High-Level Group on Gender Mainstreaming
HoO
Head of Operations of EIGE
HR
human resources
ICS
internal control standards
ELO
International Labour Organisation
IR
internal rules
LMS
library management system
MB
Management Board
MTGP
methods, tools and good practices
OECD
Organisation for Economic Cooperation and Development
OLAF
European Commission Anti-Fraud Office
RDC
Resource and Documentation Centre of EIGE
SIS
statistical information system
SNE
seconded national expert
UNECE
United Nations Economic Commission for Europe
Unesco
United Nations Educational, Scientific and Cultural Organisation
WG
working group
WIE
Women Inspiring Europe (calendar)
WINE
Women Information Network Europe
WP
work programme