European Institute for Gender Equality
Annual report 2013

‘Ensuring equal treatment and equal opportunity for all citizens is our goal. The European Institute for Gender Equality has been set up to support the EU’s effort.’

Herman Van Rompuy
President of the European Council
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Highlights of 2013

European Union House
On 1 January, EIGE moved into its permanent premises. EIGE is now located in the very centre of Vilnius, in European Union House, sharing the space with the representation of the European Commission and the Information Office of the European Parliament. The new EU House will strengthen the visibility of the EU in Lithuania, will increase cost-effectiveness and create synergies.

EIGE's Gender Equality Index
In June 2013, EIGE officially launched the Gender Equality Index at the premises of the Council of the European Union in Brussels. It is the result of 3 years of work and of a long consultation process with many organisations and stakeholders. Despite 50 years of policies and actions at European level, Member States have not managed to achieve gender equality. With an average score of 54.0 (where 1 stands for no gender equality and 100 for full gender equality), the European Union is only halfway towards a gender-equal society.

EIGE's Resource and Documentation Centre
At a dedicated event on 1 October, EIGE launched its specialised Resource and Documentation Centre (RDC) during the Lithuanian Presidency of the Council of the European Union. The RDC consists of a physical and online library dedicated to resources on gender equality. An entry point situated at street level in the new premises, serves as a showcase for EIGE’s publications and a space that can be used by different stakeholders for small events. The RDC provided access to more than 244 000 resources from all over the EU, including EIGE’s own work.
Foreword by the Chair of the Management Board

The year 2013 was truly memorable for the European Institute for Gender Equality.

Not only did the Institute move into its new permanent offices in European Union House in the heart of Vilnius, but it also established itself as an outstanding resource to support those working to achieve both de jure and de facto gender equality.

This was first achieved thanks to the publication of the Gender Equality Index in June 2013. Scarcely three months later, the new Resource and Documentation Centre (RDC) was opened in Vilnius, and with a significant online presence, bringing together a treasure trove of resources to assist researchers and policymakers across Europe.

The development of the Gender Equality Index has been one of the central tasks of EIGE since its inception. This new statistical tool is based on extensive collaboration among experts. It now allows the easy interpretation of progress made by the individual Member States of the European Union towards the achievement of true gender equality. Given the complexity of gender equality, it was essential to develop a multidimensional tool. The new Gender Equality Index identifies six key domains, encompassing the many facets of women’s lives. The Index will continue as a live activity within EIGE’s work programmes and we look forward to future work incorporating women’s experience of the heinous crime of violence against women into the Index, while there will be further updates and refinements of the baseline data.

The RDC provides an exciting and indispensable new service to policymakers, researchers and students of gender equality through its collection of data, tools, methodologies, good practice examples, books and other media on all aspects of gender equality. Like the Index, the RDC will continue to flourish and grow over the coming years, as it draws constantly from new data sources, in order to become Europe’s optimal resource for expertise in gender equality.

These outstanding achievements were complemented by a significant programme of ongoing work, developing new tools and methodologies; supporting the Presidencies of the Council of the European Union, including the Irish and Lithuanian Presidencies during 2013, through the review of progress at EU level on the implementation of the UN Beijing Platform for Action, the world’s blueprint for gender equality, which underpins our collective work across Europe and the globe; gathering and sharing good practices; and fostering awareness of the key challenges which still exist and impact upon gender equality.

Without the commitment and hard work of the Director, Ms Virginija Langbakk, and the full team of staff of EIGE, none of these goals and ambitions would have become realities.

The year 2013 also brought changes in the composition of the Management Board, as nine Member States yielded their places on the Board to newcomers for the next three-year period. As one of those
newcomers, I should personally like to thank the former Chair and Vice Chair, Ms Eva Welskop-Deffaa and Mr Michel Pasteel, for their advice during the transition. I would particularly like to thank the Director, Ms Langbakk, and her team for the support they have shown both to me and to the new Board Members.

As 2013 draws to a close, the European institutions and agencies are facing many of the financial challenges which have been experienced in many of the Member States in the past few years. We are collectively asked to achieve more with fewer resources. While this places a new burden on the teams working in the institutions and agencies, I am absolutely confident that EIGE team will continue to deliver to the highest standards in order to foster the advancement of gender equality.

Those of us working in gender equality across Europe are already in full agreement on the importance of gender equality as an economic resource as well as a human right. We know that the achievement of \textit{de facto} gender equality, including in economic engagement and decision-making, is essential if we are to maintain a thriving and sustainable EU economy with full employment and personal prosperity in the future.

We in EIGE — the Management Board, the Director, the team of staff and the Experts’ Forum, together with the many contributors to the working groups and other collaborative forums — look forward to a further memorable year in 2014.

\textbf{Pauline M. Moreau (Ireland)}  
Chair  
Management Board
In the establishment history of the European Institute for Gender Equality the year 2013 celebrates several very special accomplishments positioning our Institute at a level of development beyond its years. Proudly, we were able to share the fruits of our unyielding labour of our first three years in operation. I highlight three major achievements of 2013 that deserve a particular place of honour in EIGE’s history that directly embody EIGE’s mission: to become the European knowledge centre on gender equality issues in Europe.

In January 2013 our office moved to new and centrally located premises in the uniquely developed European Union House. Located in this cost-effective set-up we benefit from active cooperation and synergies with the Representation of the European Commission and the Information Office of the European Parliament, and increased visibility in Lithuania. This innovative placement has proven quite advantageous, especially during the second semester, when Lithuania held the Presidency of the Council of the European Union by bringing to the Institute and its Resource and Documentation Centre (RDC) numerous visitors from the European Parliament and the Commission, and a large number of European citizens.

In June our highly qualified team of gender experts and statisticians behind the development of a complex and challenging three-year task successfully launched EIGE’s pioneering Gender Equality Index for Europe. Decision-makers and practitioners will benefit from the capabilities of the Index as a tool, tailor-made for the European Union, which assesses and measures the progress made in bridging the gap between women and men. Every two years from its initial launch, through the Index EIGE will analyse the effectiveness of implemented policies in relation to the outcomes of EU policies on women and men.

The doors of EIGE’s RDC, including its online features and the physical library, opened in October. EIGE’s RDC team gathered and made hundreds of thousands of resources on gender equality available online in a commendably short period. Not only can online visitors access a huge variety of digital resources, but local guests can also find our publications in our public ground floor Documentation Centre and upstairs in our specialised library. Another component of the RDC — EuroGender — is our virtual debate platform on gender equality, where practices and resources are shared.

Equally significant is the rapidly growing and much-needed focus on the fight against gender-based violence. Our experts dedicated much diligence in developing three forward-looking reports in this area. The most noteworthy, released in March, focuses on female genital mutilation, and it was later complemented by a very well attended international conference held in Vienna, which has brought us several steps closer to eradicating gender-based violence in Europe.

The year’s achievements would not have seen the light of day without devoted members of staff who whole-heartedly believe in equality between women and men. Their solid and reliable level of expertise is greatly appreciated and valued.
Since commencement, EIGE has matured speedily, and this would not have been achieved without the guidance and support of our Management Board, and in particular the Chairs who shared the year, Mr Michel Pasteel and Ms Pauline Moreau, who took up this role in June, the representative of the European Commission, Mr Aurel Ciobanu-Dordea, and the members of the Standing Committee. The Experts’ Forum, its working groups and our numerous supporters, among them external experts, deserve tribute for assisting us in the design and implementation of most of our 2013 achievements. The Institute would like to thank the European Commission’s services in their entirety, and in particular Daniela Bankier and her team at DG Justice.

This year was particularly exceptional for the European Institute for Gender Equality. We look forward to 2014 and the positive contribution we will make, supporting the EU in realising one of its fundamental values.

**Virginija Langbakk**  
Director  
European Institute for Gender Equality
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.

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

EIGE’s founding act, Regulation EC No 1922/2006 (Article 2) assigns the Institute 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’.

The tasks assigned to EIGE are very specific and are not being addressed by any other EU body (such as the European Commission) or the Member States. How these tasks are realised is described in detail in EIGE’s annual work programmes, 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?

In managing the day-to-day activities of the Institute, the Director works closely with and reports to the Institute’s decision-making body, the Management Board. The Board consists of representatives of 18 Member States and one member representing the Commission to secure the highest standards of competence and a broad range of relevant and transdisciplinary expertise in the area of gender equality. Board Members are appointed for a three-year mandate and alternated 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 subcommittee of the Board (Standing Committee) to assist the Institute and its Management Board in preparing strategic documents and facilitate administrative and budgetary decisions.

On 1 June 2013, the Board’s composition rotated, for the third formation, resulting in a change in membership of nine Member States as appointed by the Council of the European Union. The newly formed Board elected a Chair, Vice-Chair and Standing Committee members during its first meeting at the start of its third term. The Board issued, in agreement with the European Commission, the terms of reference for an external, independent evaluation of the Institute, which shall be implemented in 2014.

The Experts’ Forum consists of a nominated expert on gender equality designated by each Member State, together with three representatives appointed by the European Commission (European-level social partners and European-level non-governmental organisations) and two members appointed by the European Parliament. The Experts’ Forum is a mechanism for...
exchanging expertise on gender equality issues and the pooling of knowledge. It ensures close cooperation between the Institute and the bodies in the Member States coordinating gender equality policy.

**EIGE’s vision and mission**

Equality between women and men is both a fundamental right and a common principle for the European Union, and mainstreaming the principle of equality between women and men in all its activities is the agreed strategy for the European Union.

The Institute’s vision is:

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

The Institute’s mission is:

to become the European knowledge centre on gender equality issues

The Institute’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 vital for the solidarity and indispensable development of European societies, in particular those facing present demographic and economic challenges. These principles and conclusions are enshrined in a number of core documents, such as the strategy for equality between women and men 2010–15, and the international commitments of the European Union, such as the implementation of the Beijing Platform for Action (4).

EIGE crystallised its vision for its future work into two strategic objectives:

• supporting better-informed policymaking at EU and Member States level;
• increasing awareness among decision-makers and the public on progress and challenges in implementing European gender equality policies.

**EIGE’s mid-term work programme**

EIGE’s first mid-term work programme (2010–12) focused on creating the administrative conditions, internal policies and rules, structures and systems that would enable the agency to deliver expected results and act as a specialised, solid and reliable European knowledge centre on gender equality issues.

Developing at high speed and with enthusiasm and commitment from staff, management and its stakeholders, EIGE did much more (5).

EIGE has increased its capacity to provide reliable advice and has developed expertise on effective methods, tools and good practices to implement gender equality policies. It has also set up mechanisms to collect and provide unified and comparable data on aspects of gender equality, to transfer this knowledge among Member States and to establish an institutional memory of policy options, good practices, methods and tools.

In planning its second mid-term work programme 2013–15, and in line with the tasks set out in its founding regulation, the Institute sought to establish partnerships to strengthen its role as the centre of competence for gender equality knowledge and promoting gender equality. It also increased cooperation with institutions and bodies by sharing information about effective national policies and broadening the circle of beneficiaries of EIGE’s work.

EIGE’s mid-term work programme 2013–15

To support better-informed policymaking at EU and Member State levels, EIGE set out in 2013 to develop, for the benefit of policymakers, a harmonised, centralised source of reliable and comparable data with particular attention to information on gender-based violence. The database will also include the data collected during the review and update of the indicators of the Beijing Declaration and Platform for Action for Equality, Development

(4) In 1998, a decision was taken that the Council of the European Union 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.

(5) An overview of EIGE’s reports and publications issued during the first years of EIGE can be found on EIGE’s website. Paper copies, where available, can be requested to EIGE’s RDC.
and Peace (BPfA) and the Gender Equality Index. To help improve the implementation of gender equality policies, EIGE will process and gradually make available effective tools, methods and good practices used for gender mainstreaming at EU and Member State levels.

To contribute to raising awareness among decision-makers and the public of progress made, and challenges in implementing European gender equality policies, the Institute organises and maintains the exchange and dissemination of knowledge on the functioning tools and methods of gender equality work among the Member States, including enlargement countries and other stakeholders. The Institute’s work is underpinned by communication on gender equality research, findings and facts, presenting scientific and political trends with regard to gender equality at EU and Member State levels. Cooperation with key stakeholders (the European Parliament, the European Commission and the Member States) is complemented by expanded contacts with national statistics offices (6), EU agencies, the European Economic and Social Committee, the Committee of the Regions, the European social partners, research and information centres and European civil society organisations.

**EIGE’s objectives in 2013**

The past year was the first of EIGE’s second midterm work programme, and by the end of 2013 EIGE achieved its planned objectives and completed the development of the main tasks of its mandate:

- the launch of the Gender Equality Index, offering users a broad range of indicators to measure progress on gender equality in Europe;
- the roll-out of major functionalities of the RDC, gradually increasing users’ access to a wide range of books, policy documents, grey literature and documentation on gender equality in Europe;
- establishment of the online European Network for Gender Equality (EuroGender) platform, to facilitate the pooling of resources and increase awareness of the importance of gender equality for Europe.

EIGE also initiated its work with the Instrument for Pre-Accession Assistance (IPA), establishing contacts with candidate and potential candidate countries, and supported their efforts in building their capacity to prepare for their participation in EIGE’s activities and EU membership.

On gender-based violence, EIGE expanded its work in response to a request from the Commission including conducting the first study on female genital mutilation (FGM). EIGE’s actions and results are detailed further down in this report.

(6) The cooperation agreements with national statistical offices do not cover statistics covered by the statistical work programmes of the European Commission.
Supporting effective policy-making and implementation

Measuring the progress of gender equality in the EU: the Gender Equality Index

‘Gender-sensitive statistics help us better understand the hurdles we need to bring down to make all citizens truly equal, and the Gender Equality Index does just that. In our fight against unemployment, improving job opportunities for women is a matter of fairness, but it is also good for society and good for the economy.’

Herman Van Rompuy
President of the European Council

Halfway towards equality

Equality between women and men is a fundamental value of the European Union and is vital to its economic and social growth. To reach the objectives set out in the Europe 2020 strategy for growth, address current economic and social challenges, secure social justice and achieve smart and sustainable development, it is acknowledged that gender equality must have a pivotal role in the political debate in Europe.

The formula behind the Gender Equality Index.

The need for a Gender Equality Index was initially proposed by the European Commission in the roadmap for equality between women and men 2006–10 and subsequently included in the action plan of its strategy for equality between women and men 2010–15. EIGE undertook the task of constructing a composite indicator that reflects the multifaceted reality of gender equality and is specifically tailored towards the policy framework of the EU.

In June 2013, EIGE officially launched the Gender Equality Index in the premises of the Council of the European Union in Brussels. It is the result of three years of work and a long consultation process with many organisations and stakeholders.
With an average score of 54.0 (where 1 stands for no gender equality and 100 for full gender equality), the European Union is only halfway towards a gender-equal society. Despite 50 years of policies and actions at European level, Member States have not managed to overcome gender gaps. The range of scores across Member States, from 35.3 to 74.3, shows the wide scale of variation throughout the EU in the levels of achievement of gender equality overall. Nearly half of the Member States (13) are below the score of 50. Nevertheless, four countries — the Netherlands, Finland, Denmark and Sweden — are leading with scores between almost 70 and slightly above 74 out of 100.
Why a Gender Equality Index?

‘I’m very glad that EIGE has developed a Gender Equality Index. It enables each Member State to evaluate and compare amongst each other the progress they’ve made in various fields of gender equality, as well as where progress is most needed. I hope this tool will be used extensively and that it will lead to better knowledge and, most importantly, to further progress in gender equality.’

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

The Gender Equality Index responds to the real need for a measuring instrument to determine the position of women and men in different aspects of life within the EU.

UNIQUE FEATURES OF THE GENDER EQUALITY INDEX

The Gender Equality Index:

- is specifically tailored towards the EU gender equality policy framework and objectives;
- adopts a gender equality approach instead of a women’s empowerment approach;
- relies on a more comprehensive framework of gender equality than other women’s or gender equality indices;
- measures gender gaps that are adjusted to levels of achievement, in order to ensure that gender gaps cannot be regarded positively where they point to an adverse situation for both women and men;
- highlights gaps in data availability by identifying potential gender indicators, calling for harmonised, reliable data that is both disaggregated by sex and available for all Member States.

Lowest level of gender equality is in decision-making

The lowest score of the Gender Equality Index is in the area of power in political and economic decision-making, with an average score of only 38 at EU level. The greatest distance from gender equality is apparent in the representation of women and men on boards of the largest quoted companies, with an EU average score of only 23.3. Measures such as a quota system could improve gender equality in this area and lead to a positive effect on all other areas.

Equal share of caring activities crucial to reaching the EU’s employment target

To reach the employment target set out in the 2020 growth strategy — at least 75 % employment rate of the EU population aged 20–64 — the index shows that measures should be taken to improve gender equality in the time spent on unpaid caring and domestic activities. Women’s participation in the labour market is limited because of their disproportionate involvement in caring roles. To ensure sustainable growth for Europe, it is important to ensure an equal share of hours spent on providing care between women and men. In parallel with creating new employment opportunities, it is crucial to improve childcare provision (7) and to intensify efforts to increase the involvement of fathers in childcare.

Combating violence against women seriously hampered by data gaps

EU institutions are committed to making the EU free from violence for all, but the Gender Equality Index shows that there are no comparable sex-disaggregated data in this area at EU level. Because gender-based violence against women remains one of the most pervasive human rights violations of our time, one that is rooted in gender inequalities and reinforces them, the Gender

(7) The ‘Barcelona targets’
Equality Index calls for all policymakers to address this gap.

**The different domains measured by the Gender Equality Index**

To provide more detailed data, the Index is subdivided into six core domains (**work, money, knowledge, time, power, health**) and two satellite domains (**intersecting inequalities and violence**). The satellite domains are related to the Index but cannot be included in the core Index because they measure an illustrative phenomenon — that is, a phenomenon that only applies to a selected group of the population (8).

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(8) This occurs when considering issues that are related to women only, as in the case of gender-based violence against women, or when examining gender gaps among specific population groups (people with a disability, lone parents, etc.).
Domain of time

The domain of time attempts to capture the gendered nature of the allocation of time spent between economic, care and social activities. It is an important domain from a gender perspective, given the imperative to ensure better integration of work and family life for women and men.

This domain reveals wide gender differences in time spent in care activities in the EU. Throughout all Member States, it is women who are disproportionally involved in caring activities, with extremely wide gender gaps between the time spent on caring and educating children and grandchildren.

The unequal division of time extends to social activities — men are more likely than women, in all Member States but one, to participate in sporting, cultural or leisure activities on a regular basis.

The findings of the Gender Equality Index reaffirm the importance of the measures to promote a better work–life balance for women and men (†).

Domain of power

Women make up nearly half of the workforce and account for more than half of tertiary-level graduates. However, the proportion of women involved in top-level decision-making remains very low. This discrepancy shows a waste of highly qualified and skilled human resources.

† Objectives set by the 2002 Barcelona European Council, with regard to adequate, affordable and high-quality childcare provision and the call to promote cohesion and employment opportunities for workers, including promoting men’s role in the family, equality between women and men and reconciliation of work and family life.
In political decision-making, the representation of women is very low, despite the strong policy focus in this area at EU level and in wider international frameworks. This democratic deficit shows the importance of the key actions specified by the Commission as underlined in the strategy for equality between women and men 2010–15 to consider targeted initiatives to improve the gender balance in decision-making; monitor progress towards the aim of 40% of members of one sex in committees and expert groups established by the Commission; and support efforts to promote greater participation by women in European Parliament elections, including as candidates.

The lowest gender equality score can be found in economic decision-making — the dearth of representation of women in the economic sphere is even more pronounced than in political decision-making. This sub-domain is the one that bears the lowest score of the Gender Equality Index, 29 out of 100. This is an important finding, given the launch by the European Commission in 2011 of the ‘Women on the board pledge for Europe’ — a call on publicly listed companies in Europe to sign a voluntary commitment to increase women’s presence on corporate boards to 30% by 2015 and 40% by 2020, by means of actively recruiting qualified women to replace outgoing male members.

**The future of the Gender Equality Index**

An update of the Gender Equality Index is planned for 2015, which will allow comparison over time. This will provide invaluable information for an assessment of the progress made by Member States in reaching greater gender equality.

**TO FIND OUT MORE:**

To find out more about the main findings in every one of the Index’s domains, as well as about the position of the different Member States and specific information about the situation in each Member State, you can use the following sources:

- [http://eige.europa.eu/content/gender-equality-index/](http://eige.europa.eu/content/gender-equality-index/)
- EIGE (2013), *Gender Equality Index — Main findings*.

All reports are available in print, and online.

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**Cooperation with partners**

In developing the Index, EIGE has greatly benefited from expert advice from EIGE’s Working Group on the Gender Equality Index and external experts, EIGE’s Management Board and Experts’ Forum. An important contribution was provided by the European Commission, in particular the Gender Equality Unit at the Directorate-General for Justice, Freedom and Security, Eurostat, the Joint Research Centre, the European Foundation for the Improvement of Living and Working Conditions (Eurofound), the European Union Agency for Fundamental Rights (FRA), national statistics offices, the European Women’s Lobby, social partners (European Trade Union Confederation, BusinessEurope) and international organisations (ILO, UNECE, OECD, World Economic Forum, Social Watch).
Supporting policymaking — the importance of reliable statistics

“You will already be aware of the excellent body of research being undertaken by the European Institute for Gender Equality both to support Presidencies on the Beijing Platform and also to ensure the advancement of gender equality.”

Kathleen Lynch, Minister for Disability, Equality, Mental Health and Older People, Ireland, to European Parliament FEMM Committee, January 2013

The United Nations’ Fourth World Conference on Women, held in Beijing in 1995, launched a ground-breaking worldwide strategy for gender equality: the BPfA. It is an agenda for women’s empowerment that reaffirms the fundamental principle whereby the human rights of women and girls are an inalienable, integral and indivisible part of universal human rights. Since 2011, EIGE has been supporting the Member States during their Presidency in monitoring the follow-up of the implementation of the BPfA in the EU.

**THE STRATEGY FOR EQUALITY BETWEEN WOMEN AND MEN, 2010–2015**

‘The Institute will help the Commission and the Member States to report on the EU-level indicators established under the Beijing Platform for Action in areas of particular concern and to develop further indicators where needed (such as on women and the environment).’

The Institute commissions studies and produces reports with recommendations to improve the implementation of the strategic objectives of the BPfA in the selected areas in the EU; maintains and regularly updates a database of agreed Beijing indicators and data at EU and Member State levels; and collects examples of good practice on specific topics. In its work during 2013, the Institute was supported by Ireland and Lithuania, the European Commission and its High-Level Group on Gender Mainstreaming and EIGE’s Working Group on Beijing Indicators.

In 2013 the Institute published two reports (1) in support of the Presidencies of the Council of the European Union:

2. See Annex 1—EIGE’s publications in 2013.

Review of the implementation of the Beijing Platform for Action in the EU Member States: women and the media — Advancing gender equality in decision-making in media organisations.

Effectiveness of institutional mechanisms for the advancement of gender equality — Review of the implementation of the Beijing Platform for Action in the EU Member States.

Gender equality and women in decision-making positions in media organisations

Ireland, holding the Presidency of the Council of the European Union during the first half of 2013, decided to review area J of the BPfA — women and the media — focusing on women and men in decision-making in media organisations, an area of concern for which indicators had not been developed previously.

The European Parliament resolution on the follow-up to the BPfA (2000/2020(INI)) underlined the need for a more gender-balanced participation in all decision-making levels in the media sector and therefore encouraged media organisations to take initiatives to attract more women journalists. The 2012 legislative proposal of the European Commission for a directive on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures will potentially have an impact on the media sector.

EIGE’s report is the first EU-wide report that provides comparable data for all Member States in this area. The report (2) reviews the implementation of the strategic objective of the BPfA — increasing the participation and access of women

1) The full report, the main findings and the leaflet are available on EIGE’s webpage (http://www.eige.europa.eu) and in print. The main findings are also available in French, German and Lithuanian.
to expression and decision-making in and through the media and new technologies of communication — and introduces the first three indicators to measure the progress of gender equality in the area of women and the media. On 21 June 2013, based on EIGE’s report the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) adopted ‘Conclusions on women and the media’, and took note of these first indicators.

EIGE’s report addressed women’s participation in and access to expression and decision-making in media by analysing the proportion of women and men in decision-making posts in media organisations, both public and private, the gender composition of their boards and the existence of internal policies to promote gender equality in organisations. The research analysed the extent to which these media organisations have developed gender equality policies, monitoring mechanisms and specific initiatives to support women’s career development.

KEY FINDINGS

Persistent gender inequalities in the media sector

In spite of an increasingly favourable European legal and policy framework for the advancement of women, the overall progress of gender equality in the media sector is slow. The media sector continues to be male dominated despite the fact that women make up nearly half the workforce and account for more than half of tertiary level graduates in media-related courses.

Persistent patterns of inequality in the form of under-representation, barriers to the advancement of women and a persistent gender pay gap remain still firmly embedded within the media sector. Women and men continue to be segregated by functions at different levels of importance and/or prestige (e.g. magazines vs newspapers), roles requiring different skills and competences (e.g. low representation in technical areas).

NEW INDICATORS ON WOMEN AND THE MEDIA

- **Indicator 1.** Proportion of women and men in decision-making posts in media organisations in the EU
- **Indicator 2.** Proportion of women and men on the boards of media organisations in the EU
- **Indicator 3.** Policies to promote gender equality in media organisations

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**Media-related area**

- **Graduates**
  - Women: 68%
  - Men: 32%

- **Employment**
  - Women: 40%
  - Men: 60%

*Source: Eurostat, 2010*

(13) Detailed conclusions can be found in the report itself and the main findings document. These can be consulted via EIGE’s website or found as referenced in this document.
Low representation of women in decision-making in media organisations

The study found that the proportion of women involved in top-level decision-making in media organisations is still extremely low. This discrepancy reinforces the prevailing gender inequality and exemplifies a waste of highly qualified and skilled human resources.

In media organisations across all management levels, women constitute around one third (32%) of senior staff in decision-making positions. The number of women increases at lower levels of decision-making: at strategic level (chief executive officer) women occupy a mere 16% of positions, while at the lower operational level the proportion of women reaches 33%.

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<th>Women (%)</th>
<th>Men (%)</th>
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<tr>
<td>Total</td>
<td>32</td>
<td>68</td>
</tr>
<tr>
<td>Strategic level</td>
<td>16</td>
<td>84</td>
</tr>
<tr>
<td>Operational level</td>
<td>33</td>
<td>67</td>
</tr>
</tbody>
</table>

Source: Data from 96 media organisations in the 27 EU Member States, collected from July to September 2012.

On boards, women comprise just 25% of the positions analysed in the media organisations in the EU. Women are better represented on the boards of public service broadcasters (29%) than in private media organisations (21%).

Internal policies on gender equality are still rare in media organisations

EIGE’s research found that organisations that implement gender equality policies and measures are more likely to have a higher proportion of women in strategic decision-making positions.

Institutional mechanisms for the advancement of gender equality

The second semester of 2013 also marked the first Lithuanian Presidency of the Council of the European Union. It chose to review the BPfA indicators for area H on institutional mechanisms for gender equality in the EU Member States at national/federal level. The review aimed to address the effectiveness of institutional mechanisms in the EU Member States in order to progress more quickly towards de facto gender equality.

In 2009, the EPSCO Council emphasised the need to enhance the status of the national bodies for the promotion of gender equality in order to bring gender equality to the forefront. The Council also stressed that the conditions necessary for an effective national institutional structure for gender equality are that it is located at the highest possible level in the government, involves civil society organisations, can draw from sufficient resources and has the possibility to influence the development of all government policies. The European Commission’s strategy for equality between women and men 2010–15 also highlights the need to take gender equality into account in all EU and national policies and implement gender mainstreaming as an integral part of policymaking, including through impact assessment and evaluation processes.

EIGE’s report (14) reviewed the progress made by the Member States in the period 2005–12 concerning institutional mechanisms for gender equality, including gender mainstreaming. The report builds on the conceptual and methodological framework laid by the Finnish Presidency in 2006.

In December 2013, the EPSCO Council adopted conclusions on the effectiveness of institutional mechanisms for the advancement of women and

(14) The full report and the leaflet are available on EIGE’s webpage (http://www.eige.europa.eu) and in print.
gender equality, introduced by the Lithuanian Presidency on the basis of EIGE’s report and recommendations. The EPSCO Council took note of the four indicators reviewed by EIGE, including a new indicator on the production and dissemination of statistics disaggregated by sex.

EU-LEVEL INDICATORS ON INSTITUTIONAL MECHANISMS

Indicator 1. Status of the governmental body responsible for promoting gender equality
Indicator 2a. Personnel resources of the governmental gender equality body
Indicator 2b. Personnel resources of the designated body or bodies for the promotion of equal treatment of women and men
Indicator 3. Gender mainstreaming
Indicator 4 (new). Production and dissemination of statistics disaggregated by sex

KEY FINDINGS (15)

The number of tasks assigned to the governmental gender equality structures has been increasing, while resources and the status of governmental responsibility have stayed at the same level or decreased.

Governmental bodies for gender equality and bodies for the promotion of equal treatment on various grounds exist in all Member States.

Notwithstanding positive trends in institutional settings over the last decade, the bodies responsible for gender equality are often marginalised in national governmental structures; split into different policy areas; hampered by complex and expanding mandates; lack adequate staff, training, data and sufficient resources; and experience insufficient support from political leadership.

The number of independent bodies for the promotion of equal treatment between women and men more than halved in 2012 compared to 2005

The independent bodies for protection against discrimination on the grounds of sex are increasingly replaced by bodies for protection against discrimination on various grounds. Whereas acknowledging the heterogeneity of women and men in terms of age, class, disability, ethnicity/race and sexual orientation is highly important, the consequences of downplaying gender as a structural dimension and underlying element of all inequalities cannot be ignored.

Despite a slight improvement in the application of gender mainstreaming tools and methods, key methods are not institutionalised

The analysis of gender mainstreaming methods and tools, such as training and capacity building, gender impact assessment, gender budgeting, and monitoring and evaluation, demonstrates that institutionalisation of gender mainstreaming proves to be weak because of the unclear or weak legal or administrative mandates to apply gender mainstreaming. Gender impact assessment is rare or not used at all in the majority of Member States, and is either an unknown concept or is still at an initial stage of application. Gender budgeting has become a legal obligation in only eight Member States, out of which gender budgeting is widely used by the ministries in just three countries. Comparatively few Member States carry out regular training and capacity building on gender equality, mostly for the employees of the governmental gender equality body.

(15) Detailed conclusions can be found in the report itself and the main findings document. These can be consulted via EIGE’s website or found as referenced in this document.
The political, social and administrative remit of gender equality has started shifting towards legal and procedural mechanisms addressing discrimination at the individual level.

The third trend is connected with narrowing down the broad political gender equality remit to a legalistic approach. Gender equality is more seldom addressed and promoted through policies and institutions that tackle gender gaps and the disadvantages of certain groups of women, and is more often viewed as a human right requiring legal measures to protect individual citizens against discrimination. When gender equality is embedded in a human rights framework, it loses power and strength to address structural inequalities and discrimination at a societal level. This approach marginalises gender equality as a political goal and undermines gender equality as an important policy area in itself.

**TO FIND OUT MORE:**

[http://eige.europa.eu/content/activities/beijing-platform-for-action](http://eige.europa.eu/content/activities/beijing-platform-for-action)


EIGE (2013), *Review of the implementation of the Beijing Platform for Action in the EU Member States: women and the media — Advancing gender equality in decision-making in media organisations — Main findings.*


Complementary to the Presidency report on area H of the BPfA, EIGE carried out a study — a review of the institutional capacity and effective methods for gender mainstreaming, with a special focus on gender impact assessment.

**Women and men in the EU — facts and figures (16)**

To support the monitoring of the implementation of the BPfA in the EU and to promote the visibility of the Beijing indicators, EIGE developed and 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 critical areas of concern of the BPfA. At the end of 2013, the database contained 72 indicators (and around 150 sub-indicators) on 11 out of 12 critical areas of concern 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 the development of indicators since 1999 through access to Presidency reports, EPSCO conclusions and other relevant policy documents.

Gender-based violence

‘All the EU institutions need to be even more united to battle the injustice that has been subjected to people in our society, just because they were born as a woman.

Teresa Jimenez Becerril (17)
Member of the European Parliament

EIGE’s work on gender-based violence (GBV) (18) in 2013 composed several elements: preparing for the development of a long-term work plan to support the Member States in combating GBV and implementation of three separate studies. An important event was the organisation of a conference, ‘Eliminating Violence against Women in Europe — Intersectoral Approaches and Actions’, held in Vienna in cooperation with WHO/Europe and the City of Vienna during the 16 days of action against violence against women (a report of this conference was published in 2014). At the conference more than 200 participants from 42 countries and from a large variety of backgrounds discussed approaches to combating GBV, speakers and participants provided insights into recently published and forthcoming studies and shared promising practices from various EU Member States. The areas discussed during the conference included data collection on gender-based violence, measuring the costs of violence, FGM, national policies on gender-based violence, intersectoral approaches and gender-based violence and the economic crisis.

More information on the conference can be found on the dedicated pages of EIGE’s website (19).

Female genital mutilation

At the request of Viviane Reding, Vice-President of the European Commission, EIGE implemented an EU-wide ‘Study to map the current situation and trends of female genital mutilation in 27 EU Mem-

(18) A Europe free from gender-based violence — In this publication, EIGE outlines its current and previous work on GBV, and sets out the different wings of its activities on the various aspects of gender-based violence. See also ‘EIGE in focus’, annual report 2012.
(19) http://eige.europa.eu/content/event/eliminating-violence-against-women-in-europe-intersectoral-approaches-and-actions
ber States and Croatia’ (\(^{20}\)). The report produced by EIGE offers the EU and national policymakers reliable and comparable information on the scale of the phenomenon and the approaches taken by the Member States to protect and support girls and women who are victims of FGM and those at risk.

The research revealed that data on the prevalence of FGM in the EU-28 is not systematically collected. Eight EU Member States have undertaken prevalence estimates of women and girls at risk and victims of FGM. The findings also revealed that administrative records which could serve as a proxy indicator of the prevalence of FGM (medical, child protection, and asylum and prosecution records) are not systematically used, the existing data are not collated centrally and access to data is often restricted.

Although some policies have been developed in the EU Member States to address FGM, coherent and comprehensive approaches are rare. Such strategies can be best implemented in the framework of a national action plan on FGM (NAP). Alternatively, addressing FGM within a broader strategy on violence against women or a strategy for gender equality can be recommended. Involvement of affected communities in the development and implementation of such strategies was considered crucial for the quality and effectiveness of these policies.

The report Female genital mutilation in the European Union and Croatia and 28 country fact sheets (\(^{21}\)) are available in the national languages of the Member States both online and in print.

The ‘Study on international activities in the field of data collection on gender-based violence across the EU’, launched in 2012, collected information necessary for the review of data collected and gathered by EU bodies and main international organisations, as well as the existing and planned activities addressing this subject. This information will enable the Institute to avoid duplication of work, strengthen synergies and identify existing gaps for guiding its future activities in this field.

**Administrative data sources on GBV**

During 2013, EIGE concluded its study on ‘Mapping the current status and potential of administrative sources of data on gender-based violence in the EU’. The study maps the key administrative data sources on gender-based violence — and statistical products from these sources — in the 28 EU Member States and analyses their relevance, reliability and quality. Prior to this study there has


\(^{21}\) http://eige.europa.eu/content/document/study-to-map-the-current-situation-and-trends-on-fgm-country-reports
been no overview available of the extent, scope and potential of administrative data collection on gender-based violence in the European Union Member States. With the information from this study, EIGE intends to fill this gap and will publish the findings in 2014 including an online tool (22).

Supporting **effective policy-making** and **implementation**

‘Training should be transformative, result in better gender quality outcomes and be embedded in organisational learning processes’

*Reflections from the online discussion ‘Quality assurance mechanisms for gender training in the European Union’, September 2013*

**Practical resources on gender training**

In 2011 EIGE began a two-year project on gender training as an important tool to support the implementation of gender mainstreaming strategies to achieve gender equality. To be effective and bring expected results, gender competence development needs to be an integral part of gender mainstreaming efforts in the public sector.

The first phase of the study (2012) mapped gender equality training activities, tools and trainers in the EU (23) and presented the main findings in the synthesis report. 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.

The online database of gender training resources is designed to share practical information, guiding materials and resources on gender training. The database contains over 400 items produced in all the Member States and in a number of different languages.

The online database of gender trainers and training organisations includes profiles of gender trainers and organisations offering gender training across the EU. It helps users to find gender trainers with specific thematic knowledge, skills and expertise to design training courses tailored to different needs and policy areas. Over 200 trainers and organisations are included in the database, from the public, private and civil society sectors.

Materials and resources used for gender competence development in the Member States were processed and converted into online resources of two databases and references to good practices in the beginning of 2013. The databases were last updated in December 2013. The gender training area of EIGE's webpage is organised to offer access to all relevant information collected and produced during 2012 and 2013.

(23) The research findings are available on EIGE’s website.
to independent experts, international organisations, media and government.

**Improving the effectiveness of competence development**

Building on the findings of the mapping study on gender training, the in-depth research conducted in 2013 examined the preconditions and factors that contribute to effective gender equality training and the extent to which effective gender equality training facilitates the implementation of gender mainstreaming strategies in the EU.

The final report of the in-depth study will be available in 2014. The EPSCO Council conclusions from December 2013, paragraph 26, call on the Member States to:

‘… strengthen expertise in gender equality and gender mainstreaming among public officials across different sectors, including through the provision of gender equality training on a regular basis, taking into account the needs of participants, for example, by including a training module on gender equality and gender mainstreaming within the general training structure of the public administration.’

**Assuring the quality of gender training**

The gender training project has initiated dialogue among policymakers, trainers and researchers on the use of gender training for better-informed policymaking in the EU and Member States. Quality assurance of the competence development programmes stood out among the issues of concern. Addressing the issue, EIGE commissioned an expert opinion and organised an online discussion on EuroGender. Following the results of the discussion EIGE prepared a draft of guiding principles for gender training to be consulted with the Member States in 2014.

**Institutional capacity and effective methods for gender mainstreaming**

Complementary to EIGE’s report on area H of the BPfA in the context of the Lithuanian Presidency of the Council of the European Union, EIGE carried out in 2013 a review of the institutional capacity and effective methods for gender mainstreaming, with a special focus on gender impact assessment.

The European Commission’s strategy for equality between women and men 2010–15 emphasises the importance of mainstreaming gender equality as an integral part of policymaking, including through impact assessment and evaluation processes.

While gender mainstreaming has been adopted in most countries as part of the strategies to achieve de facto equality, EIGE’s study on institutional mechanisms for gender equality for the Lithuanian presidency of the Council of the European Union and other reliable sources (24) report that certain Member States are not implementing gender mainstreaming sufficiently well and that its quality is uneven. Building on EIGE’s report of the progress made by EU Member States in the period 2005–12 on institutional mechanisms for gender equality and gender mainstreaming (25), this complementary study (26) assesses the institutional capacity for mainstreaming gender and the use of gender impact assessment in the EU Member States.


(26) Results of the study on institutional capacity, methods for gender mainstreaming and gender impact assessment will be made available on EIGE’s webpage: http://www.eige.europa.eu
KEY FINDINGS

The European Union, and notably the European Commission, has been a very important driver for the implementation of gender mainstreaming in the EU Member States

An important share of gender mainstreaming actions in the Member States has been supported with external funds, often EU funds.

The rationale for gender mainstreaming and gender equality actions in EU Member States reveals different types of values

Gender mainstreaming has been adopted almost globally and is being implemented as a strategy towards realising gender equality. However, the interpretation of what gender equality means varies across contexts. The final goal of gender mainstreaming seems to be understood either as a way to avoid an unequal policy impact on women and men or to ensure gender-neutral policies, or rather to redress existing inequalities through policies wherever possible.

A wide variety of institutional mechanisms (structures, arrangements and methods) for gender mainstreaming is in place in the EU Member States

Institutional arrangements (laws, policies) are heavily influenced by legal cultures in Member States. Strong legal provisions are not often translated into relevant actions for the promotion of gender equality and gender mainstreaming. And policy implementation frequently remains gender blind. Gender mainstreaming is deployed across countries through a relatively wide variety of methods. Sex-disaggregated data is the most common and gender analysis the least used method. The use of certain gender mainstreaming methods does not necessarily imply a gender mainstreaming strategy in place.

Gender equality is frequently ‘added on’ in ways that do not lead to structural change

The involvement of stakeholders, namely women’s organisations, the availability of resources and a structural understanding of gender inequalities are the drivers behind increasing mainstreaming of gender equality in most advanced countries.

Learning from experience — good practices

To make the best use of existing experiences, to benefit from lessons learnt and to tackle recognised common obstacles it is fundamental to support the exchange of knowledge and information and strengthen networking among stakeholders. Between August 2012 and November 2013, within a study on collection of methods, tools and good practices in the field of women and the media, EIGE collected, analysed and processed data and information on gender training, awareness-raising, and self-regulation and monitoring.

Following the priority area selected by the Lithuanian Presidency, EIGE worked on mapping and understanding the implementation of gender impact assessment (GIA) and collecting and disseminating examples of GIAs in the EU.

In 2013, EIGE collected good practices in the area of women’s entrepreneurship and reconciliation of work, family and private life.

All good practices collected by EIGE are integrated into a database, which currently contains information on the following areas: (combating) domestic violence; (the fight against) FGM; gender training; women and the media.

Benefits of gender equality

To pinpoint potential benefits of gender equality and to reflect on strategic approaches and methodologies used for conceptualisation and measuring of some of those benefits, at the end of 2013 EIGE commissioned four background papers. The conclusions from the input from experts served as ground for the discussions on possible directions of EIGE’s work on the benefits of gender equality.
in 2014. Seeking to deliver robust and credible evidence on which policymakers can make decisions, EIGE wants to better understand the circumstances under which women’s economic participation and empowerment enhances growth, as well as other positive dimensions of increased gender equality.

**Gender stereotypes**

Following on from work carried out in 2010–11 on collected narratives on gender perceptions in the 27 EU Member States, EIGE created an online database to ensure a wider dissemination of the study. The database (\(^\text{*}\)) contains more than 500 real life stories from all around Europe.

On the same topic EIGE also published a discussion paper, *A policy response to gender perceptions*, which is also available on the website.

### TO FIND OUT MORE:

- [http://eige.europa.eu/content/good-practices](http://eige.europa.eu/content/good-practices)
- [http://eige.europa.eu/content/gender-stereotypes](http://eige.europa.eu/content/gender-stereotypes)
- [http://eige.europa.eu/content/gender-stereotypes-maxqda-database](http://eige.europa.eu/content/gender-stereotypes-maxqda-database)

\(^*\) [http://eige.europa.eu/content/gender-stereotypes-maxqda-database](http://eige.europa.eu/content/gender-stereotypes-maxqda-database)
The first step in creating any effective policy is to know from where we start. The Institute plays a major role here by collecting, analysing and disseminating comparable and reliable information on gender equality. An important part of this will be the new RDC that we are launching today. We, in the Commission very much welcome its goal to make “the right gender equality knowledge available at the right time to the right actors”.

Commissioner Máire Geoghegan-Quinn, 1 October 2013, opening speech for the RDC

In October 2013, EIGE’s Resource and Documentation Centre (RDC) entered a new phase and celebrated its formal opening with a conference at the EU level attended by policymakers, representatives from the Member States, academia, social partners and NGOs.

EIGE’s RDC (http://www.eige.europa.eu/rdc) first went online in November 2012 with 26,000 resources. Following the formal opening of EU House in May, EIGE made the resources that had been added in the previous year accessible online on 1 October 2013. EIGE’s RDC now contains more than 244,000 records. It includes policy documents, grey literature, online resources, databases, books and articles on gender equality, with a particular focus on gender-based violence. The collection is available through a new, intuitive and user-friendly interface, making it easy for users to find the necessary information or resource. In scope, the RDC expanded from covering one thematic area (GBV) to five: GBV; gender and media; gender and climate change; work–life balance; gender mainstreaming. A pilot project on the collection of grey literature in these areas took place in 2013 covering the following Member States: Belgium, Germany, France, Ireland, Luxembourg, Austria and the United Kingdom.

The majority of the resources are presented through abstracts in English and are available in English, French and German. At present it is possible for users to search and access resources, many of them online, in more than 14 EU languages.

(1) http://www.eige.europa.eu/rdc
In 2013, EIGE extended its collection through cooperation agreements with five specialised women’s and gender-equality documentation and research centres in Belgium, Denmark, Greece, Italy and Austria to cover nine Member States and an EU-level organisation. Recognising gaps in the terminology used at EU Level to describe certain concepts related to gender equality, EIGE started cooperating with EuroVoc to integrate gender equality terminology into the thesaurus in the coming years.

**Interacting with the citizens — the RDC entry point**

EIGE’s premises in EU House also contain a street-level entry point allowing for the organisation of meetings, presentations and other similar events.

**EuroGender — the European Network on Gender Equality**

During the formal opening of the RDC on October 1, EIGE also publicly launched EuroGender, the European Network on Gender Equality, an online platform to exchange knowledge and debate specific issues on gender equality. EuroGender now has about 10,000 registered users, and has a growing level of traffic and page views.

In 2013, EIGE organised 12 online discussions to support the work in the focal areas. A total of 674 gender experts from almost all the Member States and several MEPs discussed the following topics: promoting gender equality in the area of women and media, benefits of gender equality, quality assurance mechanisms for gender training in the EU, administrative data sources on gender-based violence in the EU, women and political decision-making, men and gender equality, the Gender Equality Index, institutional capacity and effective methods for gender mainstreaming, female genital mutilation, the White Ribbon Campaign and Barcelona targets revisited.

One of EuroGender’s discussions was co-hosted by the European Parliament’s policy departments (Citizen’s Rights and Constitutional Affairs). MEPs Sirpa
Pietikäinen (39), Claudette Abela Baldacchino and Marusya Lyubcheva participated in the online discussion on women and political decision-making.

Besides having reports available online, the results of online discussions held in 2013 (EuroGender Knowledge) have been made available in seven languages (English, French, German, Greek, Italian, Polish and Portuguese). Translation into French and German, as well as printing and distribution of the publications, will continue in 2014.

The network also provides for online working spaces, where information can be exchanged, documents stored, etc. So far these ‘workspaces’ have been created for EIGE’s Management Board, Experts’ Forum, the ‘Benefits of gender equality’ project, and the Journalist Thematic Network.

(39) http://www.sirpapietikainen.net
Awareness raising, networking and communication

‘Information on gender equality is often difficult to find. Now, there is one place where you have it all. Hard to believe? Try it yourself at http://eige.europa.eu/rdc’.

Sofia Branco, journalist, Portugal

Communicating gender equality, and in particular EIGE’s studies and other resources, to stakeholders is a key function for EIGE. This work gives EIGE the means to ensure that gender equality, affecting the lives of citizens as it does, stays prominently on the policy agenda.

Four editions of EIGE’s newsletter were published in 2013. At the end of 2013, the newsletter had more than 5 500 subscribers, reflecting a 10 % increase compared to 2012.

EIGE experienced a 90 % increase in the website’s unique visitors in 2013. At the same time, the number of visitors from search engines increased by 30 %. In recent years various mobile devices such as tablets and smartphones have been gaining in popularity. In order to support users of such technological platforms EIGE’s website is accessible for mobile devices. EIGE’s RDC search is also accessible for mobile devices and will be further developed. Interactive web interfaces for the Gender Equality Index, the gender stereotypes stories and the RDC were created to simplify access for users.
EIGE has experienced a significant growth in page views reaching new heights in 2013.

### EU agencies on Facebook

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<td>3</td>
<td>European Union Agency for Fundamental Rights (FRA)</td>
<td>11 458</td>
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<tr>
<td>4</td>
<td><strong>European Institute for Gender Equality (EIGE)</strong></td>
<td><strong>7 148</strong></td>
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<td>5</td>
<td>European Training Foundation (ETF)</td>
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<td>6</td>
<td>European Police Office (Europol)</td>
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<td>7</td>
<td>European Centre for the Development of Vocational Training (Cedefop)</td>
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<td>European Research Council Executive Agency (ERC Executive Agency)</td>
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</tr>
<tr>
<td>9</td>
<td>European Foundation for the Improvement of Living and Working Conditions (Eurofound)</td>
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<tr>
<td>10</td>
<td>European Institute of Innovation and Technology (EIT)</td>
<td>2 951</td>
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Among the EU agencies EIGE remained the fourth largest in terms of ‘likes’, boosting the figure from 3 064 in 2012 to a record high 6 918 at the end of 2013. The table above indicates a top 10 list of the most ‘liked’ agencies of March 2014. Just over 20 % of the visitors to EIGE’s website are generated via its presence on social media — mainly Facebook.

### Networking with the media

The main goals of the Institute’s Journalistic Thematic Network (JTN) are creating partnerships, exchanging information and good practices and giving advice. The network consists of media experts from national news agencies (PT, LV), large daily papers (ES, IE, PL, CY), large online news portals (EE, LT) and other experts with abundant expertise within communication in general, communication on gender equality, campaigning, public relations, networking and awareness raising. The JTN provides about 20 % of the Institute’s press coverage in a year where the launch of the Gender Equality Index alone stood for more than 60 % of all coverage.

Additionally, the network provides valuable advice on how to present the Institute’s latest findings. Via media the Institute not only reaches citizens in EU Member States but also some of the Institute’s key target groups.

In 2013, EIGE organised two meetings of its JTN, and devoted each one to the report EIGE prepared for the Presidency of the Council. Other work with media involves regular press activities before, during and after the launch of EIGE’s com-
munication materials, such as conferences, fact sheets, interviews and press releases.

‘Women and men inspiring Europe’ calendar and resource pool

The ‘Women and men inspiring Europe’ 2014 calendar and resource pool collects and presents the achievements and real-life stories of several of Europe’s most remarkable women and men in order to promote their positive influence on breaking gender stereotypes. For the first time, men whose work and actions inspire Europe are included in both the calendar and the resource pool. A significant increase in the support for nominations for the calendar and in the demand for the printed calendar have been noted both from the national gender equality bodies and from the EU institutions.

Following recommendations from EIGE’s Experts’ Forum, the nominations suggested women and men who have had successful initiatives and fostered gender equality in their areas of expertise.

‘Women and men inspiring Europe’ 2014 was launched during the closing conference of the European Year of Citizens (**), in the presence of four inspiring women. Besides attending the launch, the inspiring women gave interviews to local media and gave lectures at universities.

TO FIND OUT MORE:
http://eige.europa.eu/content/women-men-inspiring-europe

EIGE’s publications

EIGE published a number of reports, main findings and fact sheets developed on the basis of research, data and other information collected through studies. 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 EIGE’s Resource and Documentation Centre (http://eige.europa.eu/content/rdc).

(**) 13 December 2013, event organised in the framework of the Lithuanian Presidency of the EU Council.
Paper copies of all EIGE’s publications can be ordered through EU Bookshop (http://bookshop.europa.eu/en/home/). In order to promote its publications, EIGE provided information on its website, via social media and at various events.

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

**EIGE’s communication events**

An excellent way of getting EIGE’s messages across to important target audiences is to meet them face to face. In this way EIGE continued to reach out to key audiences via a large number of events. **On 8 March**, International Woman’s Day, the Institute presented its work on FGM during an event at the European Commission in the presence of Commission Vice-President Viviane Reding. On that day a particular online campaign was given extra attention: the zero tolerance campaign against FGM (picture below).

On 13 June 2013, the Institute officially launched the first edition of the Gender Equality Index at the Council of the European Union in Brussels in the presence of approximately 300 gender equality experts and press. The conference ‘EU Conference — Launch of the Gender Equality Index’ was the largest and most important event for the Institute so far. The event was a media success: 115 articles were written about the launch and three TV stations and one radio station covered the event. Also the online event was a hit: between 12 and 14 June 2013, EIGE’s website had 5,502 unique visitors and the Gender Equality Index interface was viewed 3,171 times. During this time, EIGE published seven Facebook posts that were viewed by 19,121 viewers and shared by 199 people. The Index video on YouTube generated 837 views during these few days.

After the official launch, and on several occasions during the Lithuanian Presidency, the Index was presented to the European Parliament. At various events, EIGE presented the Index to other EU bodies (the Committee of the Regions, DG Justice, DG Employment, Social Affairs and Inclusion, Eurostat), EU agencies (Eurofound, FRA), a number of national government representatives and gender equality bodies, representatives of the IPA countries, the OECD and a number of universities and academic associations. The Index was also the topic of online discussions organised in EuroGender.

The second large-scale EIGE event in 2013 was organised jointly with the World Health Organisation/Europe and the City of Vienna: the international conference ‘Eliminating Violence against Women in Europe — Intersectoral Approaches and Actions’ on 25 and 26 November 2013 in Vienna (31). Over 200 experts in the area of gender-based violence from all over Europe participated. A press conference with 40 journalists was organised. Media monitoring of the event revealed 221 outputs in publications (187 online), and one TV and 11 radio broadcasts.

At the end of 2013 EIGE actively joined the online campaign ‘16 Days of Activism Against Gender Violence’. An important focus was on the White Ribbon Campaign, which was joined by several

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(31) See also the section on GBV.
high-ranking politicians. For the campaign, EIGE produced and disseminated online posters and video clips via social media.

TO FIND OUT MORE:

http://eige.europa.eu/content/event/gender-equality-index-launch-conference
http://eige.europa.eu/content/event/eliminating-violence-against-women-in-europe-intersectoral-approaches-and-actions
http://eige.europa.eu/content/publications
http://eige.europa.eu/content/press-and-media
Dialogue and partnerships for the advancement of gender equality

The work of the stakeholders’ management team supports all the focal areas in the Institute, in particular by arranging consultation meetings. Exchange of information and concrete cooperation plans were discussed with the Social Platform and the European Women’s Lobby. EIGE also met the European social partners, and at one of these meetings, EIGE presented its work and the Gender Equality Index to the Women’s Committee of ETUC.

In September of 2013, an agreement on cooperation between EIGE and the Women and Gender Equality Committee of the European Parliament (FEMM) was finalised. During the year, EIGE presented its various reports, its annual work programme 2014 and the Gender Equality Index at several hearings of the FEMM Committee and different events in the European Parliament. These events and many bilateral meetings with different MEPs increased EIGE’s visibility and reference as an important resource in the area of gender equality. In November 2013 EIGE participated in the 2013 annual summit of the Women in Parliaments Global Forum (WIP), an event that attracted over 500 participants, which gave the opportunity to reach a wide audience and disseminate the Institute’s work. During the summit, EIGE hosted a session focusing on the domain of power of the Index and future projections based on the Gender Equality Index.

Internally, EIGE continued to refine its stakeholder management system, integrating a system for the distribution of its publications and lodging the stakeholder database in the online EuroGender platform, which was designed to enable crowd updates. The transition of the stakeholders’ database to EuroGender enables the registered participants in the platform to update their profiles and information, simultaneously updating the database entry.

Cooperation with other EU agencies

Since 2010 EIGE has concluded a number of cooperation agreements with different organisations and in 2013, EIGE received and provided contributions to the European Union Agency for Fundamental Rights, Eurofound and CEPOL work programmes. The memorandum of understanding with Eurofound was updated by a concrete action plan. Additionally, heads of agencies of CEPOL, European GNSS (GSA), EMCDDA and Eurofound joined the White Ribbon Campaign and published their statements during the campaign.

Visits to EIGE

The number of visits to the Institute in 2013 surpassed all estimations with over 50 high-level visits from the EU Institutions and Member States’ officials. The Lithuanian Presidency of the Council of the European Union during the second semester provided a valuable opportunity to welcome many stakeholders to EIGE, from heads of state, commissioners, MEPs, deputy prime ministers, ministers, ambassadors, NGOs, EU agencies (Eurofound, FRA, Frontex), study visits and officials from outside the EU.

This was also an important opportunity to establish dialogue with countries outside the EU and present EIGE’s work, in particular with the pre-accession countries to the EU. During the visits to EIGE, the next IPA project and the importance of having gender equality explicitly mentioned in the countries’ proposal to the EU was discussed. This important aspect will ensure support from EIGE to the countries involved in IPA.
The Lithuanian Presidency of the Council of the European Union

EIGE took an active role during this Presidency and was represented at, and contributed to, more than 20 events which were attended by more than 2 000 participants.

The Institute took a leading role in some of the events on gender equality, participated as an observer in many others, networking and making its publications available. This was an opportunity for EIGE to contribute to the discussion and promote gender equality in various events, such as on the European Social Fund, trade unions, sports, GBV, cohesion, cooperation, crime prevention, COHOM, the Council’s Human Rights Working Group, etc. EIGE gave presentations in three interparliamentary events and participated in the establishment of the COSAC Women’s Forum.

The Lithuanian Presidency stressed the importance of gender equality in its choice of the critical area for review of the BPfA: institutional mechanisms for the advancement of women. A Presidency conference entitled ‘Gender Equality de facto as a Contribution to Reaching Europe 2020 Targets: the Effectiveness of Institutional Mechanisms’ was co-organised by EIGE at EIGE’s premises (32).

Organisation and management

More detailed information on the European Institute for Gender Equality and its bodies, financial, administrative and personnel management, as well as the Institute’s work in 2013, can be obtained in EIGE’s ‘Annual activity report 2013’, which can be accessed on EIGE’s website (http://www.eige.europa.eu/content/important-documents).

ANNEX 1: EIGE’s publications in 2013

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

Review of the implementation of the Beijing Platform for Action in the EU Member States: women and the media — Advancing gender equality in decision-making in media organisations — Report
This report is the first one to deliver comparable data on the number of women in decision-making positions across major media organisations in the 28 EU Member States. It also identifies the extent to which these organisations have developed gender equality policies, monitoring mechanisms and specific initiatives to support women’s career development. The report proposes the first indicators in the area of women and the media of the Beijing Platform for Action.

Review of the implementation of the Beijing Platform for Action in the EU Member States: women and the media — Advancing gender equality in decision-making in media organisations — Main findings
This publication summarises the findings of the report: Review of the implementation of the Beijing Platform for Action in the EU Member States: women and the media — Advancing gender equality in decision-making in media organisations.

Advancing gender equality in decision-making in media organisations (fact sheet)
This publication contains a very concise summary of the main findings and recommendations of the report: Review of the implementation of the Beijing Platform for Action in the EU Member States: women and the media — Advancing gender equality in decision-making in media organisations.
What about gender equality in the media? Interviews with women experts

This publication presents an interview with two experts on media. One of them is Dr Maria Edström, a senior lecturer in journalism at the University of Gothenburg, Sweden, and the other is Amanda Rice, Head of the Diversity Department at the BBC. They talk about, among others, why it is important to have more women in media organisations and what can be done to encourage positive changes in relation to the low representation of women in decision-making roles in media organisations.

Area of work: Gender-based violence

A Europe free from gender-based violence (leaflet)

A short and easy-to-read leaflet providing a broad and detailed overview of EIGE’s work in relation to gender-based violence: reports, databases, data and statistics.

Study on international activities in the field of data collection on gender-based violence across the EU — Report

The report summarises the policy framework on combating gender-based violence in the European Union, the United Nations and the Council of Europe. The findings of the study are presented organisation by organisation. Past as well as ongoing activities are discussed, after which future plans are explored. Finally, the main findings are discussed.

Female genital mutilation in the European Union and Croatia — Report

This report aims to support policymakers and all relevant institutions by providing them with reliable and comparable data for evidence-based actions and policy improvement in the area of FGM. It also provides recommendations on how to protect girls, women and European society from this destructive and devastating expression of power, and on how to give sufficient support to the girls and women who have fallen victim to this crime.

The report presents among its recommendations a suggestion to implement legal provisions to criminalise FGM. It also points out the need for specialised services for victims of gender-based violence, including counselling and shelters.
**Study to map the current situation and trends on FGM — Country reports**

The publication presents national reports on FGM, covering the EU-28. This is one of the products developed by Ghent University — ICRH and E.A.D.C. (Yellow Window Management Consultants) who were commissioned to carry out EIGE’s ‘Study to map the current situation and trends of female genital mutilation in 27 EU Member States and Croatia’.

**Good practices in combating female genital mutilation**

This publication presents good practices on combating FGM identified during the implementation of the ‘Study to map the current situation and trends of female genital mutilation in 27 EU Member States and Croatia’. The consortium composed of the Ghent University — ICRH and E.A.D.C. (Yellow Window Management Consultants) was commissioned to carry out the study in 2012.

**A series of 28 country fact sheets related to female genital mutilation**

These fact sheets present country-specific information on FGM: legal framework, facts and figures and main definitions. The FGM fact sheets are available in English and all EU languages.

**Three fact sheets related to the area of domestic violence**

- Awareness raising.
- Support services.
- Training on prevention of domestic violence.
Area of work: Gender Equality Index

**Gender Equality Index — Report**
This report is a result of the Institute’s work of the past three years, which presents a synthetic measure of gender equality — the *Gender Equality Index*. It is the only index that gives a comprehensive map of gender gaps in the EU and across Member States based on the EU policy framework.

**Gender Equality Index — Country profiles**
The country profiles document is a complementary publication to the main *Gender Equality Index* report. It provides the *Gender Equality Index* scores and gives supplementary comparable information on each Member State and the EU-27 overall. The country profiles offer a snapshot of national contexts, enhancing the usefulness of the Index scores and supporting their interpretation, to give policymakers and other users an update on the development of each Member State in the area of gender equality since 2005. It presents relevant variables to measure gender equality that are not included in the Index for methodological reasons.

**Gender Equality Index — Main findings**
This publication summarises in an easy-to-comprehend manner the main results of the Institute’s work of the past three years on a synthetic measure of gender equality — the *Gender Equality Index*.

**Gender Equality Index (leaflet)**
Very concise and visual presentation of the *Gender Equality Index*: background and policy framework, methodology behind the *Gender Equality Index*, the domains, scores and main findings.
Area of work: Gender mainstreaming

A study of collected narratives on gender perceptions in the 27 EU Member States — Synthesis report

The study of collected narratives on gender perceptions in the 27 EU Member States was commissioned by EIGE with the aim of mapping the persistence of stereotypical gender attitudes and perceptions. The study has as its central objective the collection of real-life stories related to gender perceptions in the form of narratives. The specific aim with this study is to map stereotypical gender attitudes/perceptions through stories and put these in their narrative form and original language in an online database.

Discussion paper — A policy response to gender perceptions

This discussion paper seeks to bring to the attention of policymakers across the European Union the importance of gender stereotypes as a policy issue. It discusses the possible ‘triggers for change’, that is people, institutions or processes that enable change in gendered attitudes. The discussion paper uses EIGE’s synthesis report of the study of collected narratives related to gender perceptions as a reference.

Mapping gender training in the European Union and Croatia for the European Institute of Gender Equality — Synthesis report

This report was prepared for EIGE by ICF GHK as part of the contract ‘Gender training in the European Union: mapping, research and stakeholders’ engagement’. It maps the policies and practices of gender training in the European Union. The work on this publication was coordinated by EIGE’s Gender Mainstreaming Team.

A series of 28 country fact sheets: Gender training

These fact sheets summarise research findings for each of the 28 Member States from EIGE’s study on ‘Gender training in the European Union’, which is part of EIGE’s gender mainstreaming methods, tools and good practices work. The project collected practical information about gender training across the 28 EU Member States, dating from 2005–12.
Advancing gender training to support effective gender mainstreaming: Reflections from the conference

This document reflects the process and the views expressed by a wide range of participants in a European conference, ‘Advancing Gender Training to Support Effective Gender Mainstreaming’. Around 150 gender mainstreaming professionals and interested policymakers from EU institutions and Member States engaged in the discussions on, among others: gender training as a strategic priority in the EU; institutional mechanisms for the effective integration of gender considerations; and methodological considerations for effective gender training.

Area of work: EIGE’s Resource and Documentation Centre

Resource & Documentation Centre — Your gateway to gender equality knowledge
Short leaflet on EIGE’s Resource and Documentation Centre: resources, partners and contact details.

‘Women and men inspiring Europe’ — 2014 calendar
The calendar presents monthly profiles of women and men working in the area of gender equality.

The European Institute for Gender Equality — In brief
This publication presents the European Institute for Gender Equality and its activities. It briefly summarises its history and major achievements and contains useful links and information about how to contact EIGE.

Area of work: Awareness raising

Journalist Thematic Network
Short leaflet on EIGE’s Journalist Thematic Network and contact details. The network consists of representatives from the largest national newspapers, national news agencies, etc. in a number of EU Member States.
ANNEX 2: List of ongoing studies in 2013

BEIJING PLATFORM FOR ACTION

- Study on area J of the Beijing Platform for Action: women and media in the European Union (launched in 2012) was completed in 2013 (study carried out under 2012 budget).
- Study on area H of the Beijing Platform for Action: institutional mechanisms (launched in 2012) was completed in 2013 (study carried out under 2012 budget).
- Study on area F of the Beijing Platform for Action: women and the economy (launched in 2013) is still ongoing (study carried out under 2013 budget).
- Study to review the implementation of the Beijing Platform for Action in the EU — Beijing +20 (launched in 2013) is still ongoing (study carried out under 2013 budget).

GENDER-BASED VIOLENCE

- Mapping the current status and potential of administrative sources of data on gender-based violence in the EU (launched in 2012) was completed in 2013 (study carried out under 2012 budget).
- Study on ‘Analysing methodologies to determine the economic costs of gender-based violence in the European Union’ — study under implementation, launched in 2013 under 2013 budget.

GENDER EQUALITY INDEX

- Information for Gender Equality Index country profiles on the efforts made by the EU Member States related to gender equality (launched in 2012) — was completed in 2013 (study carried out under 2012 budget).
- Revision and enrichment of the conceptual framework for the Gender Equality Index (launched in 2012) — was completed in 2013 (study carried out under 2012 budget).
- Study on a database on gender statistics (launched in 2013) — is still ongoing (study under 2013 budget).
- The report on the Gender Equality Index (launched in 2012) was finished and published in 2013 (no external study was commissioned for this work under this AWP).

METHODS TOOLS AND GOOD PRACTICES

- 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) — completed in 2013 (study carried out under 2012 budget).
- Gender training in the European Union — phase II (launched 2011, phase II of the study carried out under 2012 budget) — was completed in 2013.
- Study on institutional mechanisms within the area of concern chosen by the Lithuanian Presidency launched in December 2012, completed in December 2013 (study carried out under 2012 budget).
- Study to complement the work on a selected area of concern of the B PfA (Greece) — launched March 2013, to be completed in June 2014 (study carried out under 2013 budget).
- Study to complement the review of the B PfA +20 (Italy) — forthcoming in 2014.

RDC

- Feasibility study for a gender equality thesaurus and glossary for the EU. This
output indicator was reoriented to establish the list of all existing EIGE thesaurus terms, and to carry out the preparatory work to integrate these into the EuroVoc thesaurus. This work was developed by EIGE experts and delivered to the Publications Office (coordinator of EuroVoc) in December 2013.

OTHER

- Study on international activities in the field of data collection on gender-based violence across the EU; launched in 2012 under 2012 budget — completed in 2013.
- Background papers for the development of the concept on benefits of gender equality (launched and completed in 2013, studies carried out under 2013 budget).

- Reform of parental leave system: equal non-transferable fully paid parental leave. A case study to estimate the overall benefits of specific policy reforms within the gender equality political agenda.
- Sectoral approach to the benefits of gender equality: the benefits of gender equality through expenditures on public infrastructures.
- Conceptual framework and approaches for estimating the benefits of gender equality in the EU: rights-based approach versus the economic case for gender equality.
ANNEX 3: Information about the studies conducted by EIGE in 2013

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 Irish, Lithuanian, Greek and Italian Presidencies of the Council

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

**Study on area H of the Beijing Platform for Action: institutional mechanisms**

**Contract awarded to:** Aletta E-Quality, the Netherlands

**Study launched:** June 2012, final report delivered to EIGE in September 2013.

**Description of the study:**

The aim of the study was 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 provided 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, programmes and projects’ and monitored indicators proposed by the Finnish Presidency in 2006. To provide full overview of area H, the study also reviewed the implementation of objective H3 in the EU Member States, ‘Generate and disseminate gender-disaggregated data and information for planning and evaluation’ and proposed indicators to monitor this objective.

The study explored 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 28 EU Member States.

**Future steps:**

The information from the background research and the collected data was used for drafting the report for Lithuanian Presidency of the Council of European Union. The data resulting from this study was integrated into a database, included in EIGE’s RDC. The data is also used for the calculation of the Index.
Support for the Greek Presidency of the Council (January–June 2014)

Study in area F of the Beijing Platform for Action: women and the economy

Contract awarded to: Instituto Per La Ricerca Sociale, Italy

Study launched: 2013, final report delivered to EIGE at the end of 2013.

Description of the study:

The aim of the study was to produce a report on the current stage of implementation of the strategic objective F1 formulated in area F of the BPfA: ‘Women and the economy’. Following objective F1 of the critical area F of the BPfA, ‘Promote women’s economic rights and independence, including access to employment, appropriate working conditions and control over economic resources’, the aforementioned areas shall be addressed from the perspective of women’s economic independence. The study consisted of three parts: Part A of the study focused on part-time employment, full-time equivalent employment rate, different types of employment contracts and self-employment from the perspective of women’s economic independence. The study explored different aspects of the use of full-time equivalent as a measurement unit for describing part-time employment. Part B of the study focused on the identification of good practices in the field of women and the economy in EU Member States and Croatia, with specific focus on female entrepreneurship. Part C of the study collected evidence on the benefits of increasing gender equality within the field of entrepreneurship, in addition to the sections described above.

Future steps:

The information from the background research and the collected data was used for drafting the report for the Greek Presidency of the Council of European Union. The data resulting from this study is to be integrated into a database, and is to be included in EIGE’s RDC.

Support for the Italian Presidency of the Council (July–December 2013)

Study to review the implementation of the Beijing Platform for Action in the EU — Beijing +20

Study launched: 2013, final report to be delivered to EIGE in 2014.

Contract awarded to: GHK Consulting Limited, United Kingdom

Description of the study:

The study shall focus on reviewing the implementation of the BPfA in the European Union. It shall provide a thorough assessment of the implementation of all strategic objectives set up in the 12 areas of BPfA in the context of the EU policy priorities and targets on gender equality (the Europe 2020 strategy, the gender equality pact (2011–20), the Commission’s strategy for equality between women and men 2010–15, policy orientations for EU institutions and Member States provided by Council conclusions on the follow-up of BPfA, etc.).
The review will present the most recent situation of gender equality, assess and analyse the trends since 2010 by identifying achievements, gaps and challenges in each area of concern at both EU and national level. The existing Beijing indicators and available data at EU level shall provide the factual basis for analysis and assessment of gender equality across the EU and its Member States. Good examples of national legal and policy measures to promote gender equality shall be presented, where appropriate. Recommendations for further actions to be taken at EU and Member State level to reach the objectives set in the BPfA shall be provided. At the same time, the study shall carry out a more in-depth focus on the review of the area of violence against women and assess in detail the availability and quality of existing data relevant for this area, both at EU and Member State level. The in-depth analysis of this specific area aims to explore new ways to measure forms of violence against women other than domestic violence and, if possible, suggest new indicators.

Future steps:

The information from the background research and the collected data will be used for drafting the report for the Lithuanian Presidency of the Council of the European Union. The data resulting from this study is to be integrated into a database and included in EIGE’s RDC. The data is also used for the calculation of the Index.

EIGE’s work on gender-based violence

Mapping the current status and potential of administrative sources of data on gender-based violence in the EU

Contract awarded to: Matrix Insight Ltd, United Kingdom

Study launched: September 2012; final report delivered to EIGE in December 2013.

Description of the study:

The study aims to map out the key administrative data sources on gender-based violence — and statistical products created from these sources — in the 28 EU Member States 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 European Union Member States. With this study, EIGE intends to fill this gap.

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

Based on the results of this analysis, the feasibility of the collection of comparable data at the EU level from the identified national administrative sources on GBV is assessed. Finally, the study provides 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 January and December 2013, methodological guidelines developed by EIGE were implemented 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. The field research of the study in each country was carried out between January and April 2013. Analysis of results was developed between May and July. From this research, five databases were delivered in December 2013: database of administrative data sources in EU Member States; database of statistical products in EU Member States; database of legal definitions on gender-based violence in EU Member States; and database of literature and legislation on gender-based violence in EU. The final report ('Feasibility study on administrative data collection on gender-based violence in the European Union') was delivered by the contractor, after being reviewed and commented on by EIGE, in December 2013.
Difficulties encountered:
Due to the complexity of the study, more time was required to verify all the data collected. As a consequence, the publication of the study, initially foreseen in Q4 2013, was delayed. The study will be published in Q3 2014.

Future steps:
The four databases mentioned were published online in March 2014, along with an interactive map of the EU to consult administrative data sources and statistical products related to gender-based violence that are available in EU. The final report (‘Feasibility study on administrative data collection on gender-based violence in the European Union’) is expected to be published in Q3 2014, together with the main findings.

Study on analysing methodologies to determine the economic costs of gender-based violence in the European Union

Contract awarded to: Prof. Sylvia Walby, Lancaster University, United Kingdom

Study launched: 2013; study to be delivered to EIGE in Q3 2014.

Description of the study:
The aim of this study is to engage a consultant/team to review, analyse and assess the methodological options in the existing literature and studies on the costs of intimate partner violence against women (IPV) with the aim of providing recommendations for the EU Member States on which approaches to use. Such research includes both direct and indirect cost categories, an analysis of available data and some rigorous methodological guidelines to permit, in the future, comparisons across countries, police, health and social services, including those borne by individuals, households, civil society organisations, businesses, governments and their administrative institutions (local, regional and national) and society as a whole. The study does not exclude in principle any sector or type of cost (monetary or non-monetary). An analysis of available data, taking into account existing EIGE studies and the FRA survey on violence against women, will determine the feasibility of the methodologies and approaches that can be recommended for measuring the cost of IPV (including former partners) against women in EU.

Future steps:
The information in this study is important for monitoring service provision in the area of GBV and policy development because there is a serious concern that the overall reductions in services, following cuts to budgets, will lead to an increase in the number of cases of gender-based violence.
EIGE’s Gender Equality Index

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

Study launched: June 2012.

Contract awarded to: Franet national focal points from the EU 27 Member States, FRA, Austria

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 timeframe 2005–12.

National focal points were requested to gather information about national policy measures taken by the national and regional governments of EU 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;
• intersecting inequalities.

Difficulties encountered:

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

Study launched: August 2012.

Contract awarded to: Prof. Eileen Drew, Trinity College Dublin, Ireland

Description of the study:

The service requested involves 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 an understandable-by-non-experts way and of the highest publishing quality.

Difficulties encountered:

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.

Study on a database on gender statistics

Study launched: November 2013.

Contract awarded to: Sabiedriba ar ierobeziotu atbildibu ‘PROOF IT’, Latvia

Description of the study:

The objective of this project is to produce a statistics database with data and metadata on gender statistics through updating, expanding and integrating the existing statistical datasets on gender equality produced by EIGE into a centralised source of information to be incorporated and made available at EIGE’s online resource and documentation centre. The database should be a harmonised and centralised source of reliable and comparable data and statistics on gender equality available from EIGE’s online resource and documentation centre with data extracted from international sources. It should address users’ needs on gender statistics by allowing easy access and data extraction according to different criteria.

Difficulties encountered:

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Future steps:

The database will be developed as part of the 2014 work programme.
The report on the Gender Equality Index

Report published: 2013

Description of the report:

The report provides a detailed account of the development of the Gender Equality Index. It first sets out how gender equality can be summarised and mapped out from theoretical and conceptual positions. The report then shows how statistical methods are used to transpose this conceptual structure into a measurement framework. The construction of composite indicators is notably difficult and often criticised for its potential subjectivity. In order to provide as much transparency and objectivity as possible, the report on the Gender Equality Index thus provides as much methodological information as possible, allowing users to replicate the steps taken and justifying each decision from a conceptual and/or methodological viewpoint as appropriate. The report provides an extensive section describing the indicators used with the Gender Equality Index, before setting out its results overall and in each of the domains identified (work, money, knowledge, power, time, health). Further analyses, related to the wider context such as GDP or the structure of spending, are also touched upon. The report concludes with the key findings of the Gender Equality Index.

Difficulties encountered:

This project has been mostly developed internally by EIGE’s researchers, with support from reviews and other studies. This results in a high-quality tool, however it also relies on having access to sufficient human resources.

Future steps:

The Gender Equality Index will be calculated for additional as well as more recent years, ensuring comparability over time. It will be complemented by further analyses, including on quality of work, violence against women and intersecting inequalities. The next report on the Gender Equality Index will be published in 2015.

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 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 EU-28 approaches and experiences, in Beijing Platform for Action areas of concern 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 flowing 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 range 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 the media organisations;
- develop gender skills and knowledge among professionals, staff, decision-makers and media managers.

**Future steps:**

Data resulting from this study concerning methods, tools, resources, stakeholders and good practices will be integrated into a database and included in EIGE’s RDC.

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**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 for gender mainstreaming in the EU’

**Contract awarded to:** Yellow Window, Belgium

**Study launched:** Procurement process relaunched in October 2012; kick-off meeting held on 3 January 2013; several reports and databases were delivered throughout 2013. Final report and databases were delivered in December 2013.

**Description of the study:** The study mapped out the institutional mechanisms (structures and arrangements) for gender mainstreaming in the European Commission and the 28 EU Member States, including the regional dimension in MS with a highly decentralised administrative model. Additionally, it surveyed the methods used to mainstream gender equality across sectors in the EU. Special attention was paid to gender impact assessment as an *ex ante* evaluation of the potential impact of legislation and policies on gender inequality.

This complex project produced a variety of outputs as outlined in the project document, including: a report on institutional capacity for GM, a survey of methods for GM, an online meeting report on institutional capacity and methods for GM in the EU, several databases on structures, arrangements, resources and methods for GM, a landmark conference in September 2013 on effective methods for GM with the Lithuanian Presidency in September, 28 country reports on the institutional capacity for gender mainstreaming, a think note on GIA and a database of resources for GIA, two workshops on GIA in October and November 2013, 11 relevant examples of GIA and GIA good practice guidelines.

**Main conclusions:**

At the level of the European Commission, the institutional mechanisms in place appear to be robust in terms of structures and arrangements, as well as in terms of the range of methods mobilised for gender mainstreaming. However, lack of consistent intervention logic underpinning the gender mainstreaming approach hinders progress and implementation appears to be fragmented, incoherent, isolated in a few areas and limited to a few policies.

The assessment of the EU capacity for gender mainstreaming is done on the basis of the concerted action of a number of factors, including financial, human and methodological resources, access to gender expertise, institutional leadership, conceptualisation of inequalities, involvement of stakeholders, transparency, accountability, coverage of policy cycle, organisational culture and daily routines to integrate gender in regular work activities. As a result of the assessment, a mixed picture of different paces and stages emerges.

Very different models are in place for the implementation of a ‘gender impact assessment’ in the EU. Across the board, the analyses that underpin GIAs in the selected countries and regions do not appear to be very robust, with serious gaps in the wealth of available knowledge about existing inequalities in the full spectrum of policy areas.
**Difficulties encountered:**

Due to its inherent complexity, the project went through a number of changes to adapt to the availability of data and country response. The large amount of information produced needs to be further processed to ensure validity of results and alignment with other data sources before publication. It is unclear whether the existing capacity within the Institute could take this sophisticated research further and properly disseminate it in specific forums.

**Future steps:**

Data resulting from this study has been integrated into a database and will be included in EIGE’s RDC and available through EIGE’s website. The study complements the report on institutional mechanisms prepared for the Lithuanian Presidency and offers a first in-depth study on the implementation of gender mainstreaming across sectors in the EU. Further publication of findings and deliverables has been integrated into EIGE’s AWP.

<table>
<thead>
<tr>
<th>Study to complement the work on a selected area of concern of the BPfA (Greece)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Collection of good practices to complement the study in area F of the Beijing Platform for Action — women and the economy part B</strong></td>
</tr>
<tr>
<td><strong>Contract awarded to:</strong> Instituto Per La Ricerca Sociale, Italy</td>
</tr>
<tr>
<td><strong>Study launched:</strong> March 2013; final report delivered to EIGE in May 2014.</td>
</tr>
<tr>
<td><strong>Description of the study:</strong> The aim of the study is to identify good practices in the area of women’s entrepreneurship, with specific concern on funding, training and networking. Starting from the development of specific qualitative criteria on women’s entrepreneurship and consistently with EIGE’s approach on good practices, the study will collect a number of practices with potential. Then, within a consultation meeting, the practices will be assessed and the most relevant examples will be identified as good practices. Furthermore, the study will provide a map of stakeholders working on women’s entrepreneurship, a literature review and communication materials. The part of the study related to good practices started in November 2013 and lasted until May 2014.</td>
</tr>
<tr>
<td><strong>Difficulties encountered:</strong> The main challenge of the study is to identify the most relevant approaches in EU Member States in a limited period of time. National experts and senior researchers were involved to avoid the risk of missing some outstanding example. Anyway, the objective of the study was not to map all the best approaches but to identify some extremely relevant and effective examples, to promote capacity building and mutual learning among stakeholders.</td>
</tr>
<tr>
<td><strong>Future steps:</strong> The data resulting from this study, concerning resources, stakeholders and good practices, will be disseminated through EIGE’s webpage on gender mainstreaming and included in EIGE’s RDC. Dissemination will also be provided during EIGE events, as a peer review and European events on good practices and on women and the economy.</td>
</tr>
</tbody>
</table>
Study to complement the review of the BPfA +20 (Italy)

Collection of good practices on reconciliation of work, family and private life EIGE/2013/OPER18 to complement the study in area of the Beijing Platform for Action — Beijing +20

Contract awarded to: OESB Consulting, Austria

Study launched: August 2013; final report delivered to EIGE in July 2014.

Description of the study:
The aim of the study is to identify good practices in the area of reconciliation, focusing on self-regulation, awareness raising and benchmarking. Starting from the development of specific qualitative criteria on reconciliation and consistently with EIGE’s approach on good practices, the study will collect a number of practices with potential. Then, within a consultation meeting, the practices will be assessed and the most relevant examples will be identified as good practices. Furthermore, the study will provide a map of stakeholders working on reconciliation, a literature review and communication materials. The part of the study related to good practices started in late December 2013 and lasted until July 2014.

Future steps:
The data resulting from this study, concerning resources, stakeholders and good practices, will be disseminated through EIGE’s webpage on gender mainstreaming and included in EIGE’s RDC. Dissemination will also be provided during EIGE events (peer review) and European events on good practices and on reconciliation.

EIGE’s work on gender training

Gender training in the European Union: mapping, research and stakeholders engagement (phase II)

Contract awarded to: GHK Consulting Limited, United Kingdom

Study launched: In 2010, the project was implemented in two phases. First phase: mapping study, final report delivered in December 2012; second phase: in-depth study report, delivered on 13 November 2013.

Description of the study:
With this study, EIGE intended to increase the knowledge on gender training in the European Union, collect across the EU-27 and make available practical and resourceful information related to gender training, as well as to foster the discussion on the development and acceptance of the quality standards for gender training in the European Union.

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, and contribute to a wider acceptance of gender training as a necessary tool for the effective implementation of gender mainstreaming strategy, creating a pool of practical information and facilitating the process of a critical reflection on the quality of such trainings. Additionally, the initiative brings together different actors and facilitates the transfer of knowledge between academia and the practitioners so as to increase the capacity of relevant practitioners in pursuing effective gender training programmes.

One of the main aims of this tender was to develop an effective approach to identifying, presenting in a user-friendly manner, disseminating and exchanging good practices in gender training.
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 minimum quality standards has long been 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 through 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 (carried out in 2013) aimed at a more profound analysis of gender training. It explored the factors underlying the effectiveness of gender training as a means of building the capacities of staff and as a tool for transformative gender mainstreaming. Greater attention was devoted to issues of quality, practical guidance and stakeholders’ involvement in creating progress in the area.

Future steps:
The results of the study were presented to the representatives of the Member States in a meeting held in Vilnius in November 2013. Information from the final report will be published in 2014. All materials, databases and reports will be published online as one part of the Gender Mainstreaming Platform, integrated into the RDC, and will serve as an integral part of EIGE’s future work on methods and tools for gender mainstreaming.

EIGE’s work on the benefits of gender equality (BGE)

Conceptual framework and approaches for estimating the benefits of gender equality in the EU: rights-based approach versus the economic case for gender equality

Contract awarded to: Prof. Jackie Jones, University of the West of England, United Kingdom

Study launched: October 2013. The final report was delivered before the end of the year and further discussed with peer reviewers, EIGE’s management and BGE project manager during a consultation meeting held on 30 and 31 January 2014 in Vilnius.

Description of the study:
The report analyses the rights approach vis-à-vis socioeconomic arguments to support policy action on gender equality at national, European and international levels. It compares the opportunities and limitations of the rights approach versus the use of instrumental approaches for furthering the gender equality agenda within the overarching EU socioeconomic priorities for the upcoming years (2014–20). Finally, the researcher highlights consistent progress over time driven by a progressive agenda in case-law, legislation and policies in this field but warns about a regression in rights brought about by increasing funding cuts and amalgamating and disbanding programmes, mechanisms and services specifically devoted to gender equality.

Main conclusions:
Human rights-based approaches are to be the basis of any action to promote gender equality in the EU. As a right, a value and a political commitment, gender equality is enshrined in fundamental legal texts and policy documents in Europe and worldwide. When rights are implemented and furthered, powerful drivers interact and shape their reach and impact on people’s lives.
Social structures and customs, economic constraints, culture and religion, among other factors, dramatically influence the ways in which rights are actualised. Due to these complex interactions, gender equality advocates need to engage with current debates on socioeconomic rationales. Rights implementation through judicial action and individual claims — where multiple inequalities compete — has proved inefficient to bring about by itself large-scale change.

Change in the direction of equality requires concerted action between political empowerment and policymaking and implementation, where core structural inequalities are reproduced and sustained. Change towards equality needs complementary approaches that combine the protection of individuals who suffer discrimination with specific mechanisms to tackle inequalities in a policy-relevant manner. Not being a minority issue, gender-based inequalities affect women structurally across all social groups and class divides. Great strides have been made in recent decades in promoting gender equality through dual approaches. In order to build on the achievements of the past, a dedicated body that provides a collective memory (databank) of best practice, tools and indices and the ability to target specific themes at strategic times at EU level on the basis of this expertise and knowledge is vital to fulfilling this goal.

Future steps:

The Institute will continue working on conceptual standpoints that, on the basis of rights, can reach out strategic issues within the current political agenda, focused at present on economic growth and employment. The work on the benefits of gender equality will combine the human-rights basis with different rationales and instrumental arguments that can support the integration of gender equality as a driver for the sustainability of an inclusive socioeconomic growth model in the EU. Notwithstanding the strategic importance of instrumental rationales towards gender equality, the backdrop of gender equality as a rights issue will remain the intrinsic motivation for EIGE’s work.

The BGE project foresees the publication of background papers and expert group meeting conclusions.

Reform of parental leave system: equal non-transferable fully paid parental leave. A case study to estimate the overall benefits of specific policy reforms within the gender equality political agenda

Contract awarded to: Tavistock Institute of Human Relations, United Kingdom

Study launched: October 2013. The final report was delivered before the end of the year and further discussed with peer reviewers, EIGE’s management and BGE project manager during a consultation meeting held on 30 and 31 January 2014 in Vilnius.

Description of the study:

The study carried out a review of a wide gender equality policy reform agenda in the context of the EU and the post-2015 global agenda. Researchers selected ‘Equal and non-transferable parental leave’ as the specific reform on which to focus the empirical part of the study. Additionally, the report includes a critical review of methodologies to estimate costs and benefits of gender equality in the context of policy and institutional overhaul and provides initial evidence of the expected benefits of equal and non-transferable parental leave in the EU MS.

Main conclusions:

There is international broad consensus on the relevance of achieving gender equality in the labour market. An overhaul of current parental care leave schemes in the EU can bring beneficial impacts at all levels: personal and organisational, as well as at macrosocial and macroeconomic levels. Benefits of this reform are based on a redistribution of care activities, gender roles, employment status and an overall shift of work–life balance. By impacting the employment status of parents, equal and non-transferable parental leave can help to reduce the risk of children’s poverty as well as substantially increasing female employment rates. In addition, a reform of the parental leave regimes in the EU MS can enhance family well-being and stability. Not least important, equal and non-transferable parental leave has the potential to improve productivity and competitiveness in companies as a result of the optimal use of human capital.
EIGE can play an important role within the policy reform to implement equal and non-transferable parental leave by providing indicators related to international and EU frameworks to support the promotion of gender equality in families and the labour market. EIGE can contribute to strengthening synergies among policies by integrating different indicators (i.e. monitoring uptake rates of parental, maternity and paternity leave in conjunction with indicators on childcare services). In addition, EIGE can foster the better use and exploitation of administrative data on maternity and paternity leave allowances. Further collaboration between EIGE and Eurostat, in particular on quality of life and time-use surveys, could help to introduce the gender equality perspective into harmonised statistics.

**Difficulties encountered:**

At this point in time, when parental leave policies are still at a nascent stage, it is difficult to collect evidence of their wider benefits for individuals, families, communities, organisations and countries. However, initial evidence supports the hypothesis that, on average, longer involvement of fathers in the early stages of babies’ development tends to persist throughout children’s lives and leads to shifts in work–life balance patterns within families and in the workplace, with a positive impact on women’s employment and economic independence.

**Future steps:**

The study set out to explore the extent to which it was possible to collect evidence of the benefits of gender equality on a particular issue within the political reform agenda. It helped to prove the usefulness of a focus on specific areas instead of general statements on the benefits of gender equality unrelated to particular policy actions. Future studies on the benefits of gender equality will take into account the knowledge that this seminal study has brought to the project. The overall analysis put forward in this research note on the state of play of parental leave in the EU and its potential benefits to deepen equality at all levels will be published. The BGE project includes publication of these background papers and expert group meeting conclusions.

**Sectoral approach to the benefits of gender equality: the benefits of gender equality through expenditures on public infrastructures**

**Contract awarded to:** Prof. Gloria Alarcon, University of Murcia, Spain

**Study launched:** October 2013. The final report was delivered before the end of the year and further discussed with peer reviewers, EIGE’s management and the BGE project manager during a consultation meeting held on 30 and 31 January 2014 in Vilnius.

**Description of the study:**

The objective of this study was to develop a methodological approach for EIGE’s work on the benefits of gender equality across sectors. As a cross-cutting issue integral to every area of work, rather than a stand-alone matter, gender equality is closely intertwined with substantive policy sectors, particularly those revolving around social policy, justice, employment and economic policy. Sectoral policies benefit from gender mainstreaming because it enhances knowledge about inequality and different population needs, allowing for better-targeted policymaking. The research paper on ‘Sectoral approach to the benefits of gender equality’ mapped out relevant policy areas for gender mainstreaming in the European Commission, aiming to identify those with more potential for collecting data on the impact of gender equality for the population at large. In addition, the paper describes a variety of methodologies for the analysis of the benefits of mainstreaming gender equality in specific policy areas, in particular subjective well-being and capability approaches. Finally, researchers applied the selected methodological option (capability approach) to a relevant policy area (infrastructures) and subarea of small dimensions (childcare facilities) with the aim of illustrating the practical application of such methodology and bringing about initial results on the benefits of gender equality for the chosen sector.
Main conclusions:

As proved by national and international experience, taking into account the gender perspective in urban planning and public infrastructure has many benefits for society at large. Benefits of mainstreaming gender equality in infrastructures can affect the whole of society, as the infrastructures that deal with social reproduction do not only make life easier for women but also for men, allowing them to become caregivers. Infrastructures enhance well-being in people and support full citizenship of women, as the proper availability of urban, care and transport infrastructure can enable women’s professional and personal development and safeguard women’s autonomy and integrity.

Specific social benefits of mainstreaming gender in infrastructure policies at the EU level could include an increase in the efficiency of public spending and in productivity by improving the functioning of the labour market and supporting the full utilisation of the caretaking capital of men. More than ever before, the specialisation of women in domestic and caretaking work lacks economic sense due to the loss of centrality of the family as the unit of production of goods and services, to the decline in family size, to women’s increased life expectancy and, finally, to women’s high level of education. Furthermore, urban care and transport infrastructure can be determinants for enhancing social cohesion and a more efficient use of time. Some investments in infrastructure, such as sports centres or recycling facilities, can also contribute to health and the improvement of environment quality.

Difficulties encountered:

The selected methodology (capability approach) for assessing the benefits of gender equality in the sector of infrastructures entails the use of surveys. The research paper includes the result of a small-scale survey with interesting findings. However, large-scale surveys can be significantly costly, precluding their use for studies at EU level with a limited budget.

Future steps:

This study has contributed to expanding the methodological options to explore the benefits of gender equality by including qualitative approaches based on well-being, happiness and the development of capabilities and human capital. The BGE project includes publication of these background papers and expert group meeting conclusions.

The economic and social case for gender equality: feasibility analysis

Contract awarded to: Prof. Tindara Addabbo, University of Modena, Italy

Study launched: October 2013. A mid-term report containing the literature and review of datasets was delivered before the end of the year. A proposal for potential lines of work was delivered in January 2014 and discussed in a peer-review conference with EIGE’s management, EIGE’s BGE project manager and prominent experts on the economic case for gender equality in the course of a consultation meeting held in Vilnius on 30 and 31 January 2014. The final report was delivered at the end of April 2014.

Description of the study: The objective of this study is to analyse the availability of data in the EU to develop the economic case for gender equality, as well as to explore what methodological options can be used for estimating the social and macroeconomic gains of gender equality across the EU. The study has carried out a literature review and a compilation of existing datasets on the different components of the economic case for gender equality. In a second phase during the first quarter of 2014, the study determined the feasibility of estimating the macroeconomic benefits of gender equality and presented proposals for a research agenda.
Main conclusions:

The feasibility study to estimate the economic case for gender equality has helped to frame and flesh out research hypotheses so they can be studied in depth in a future project to be launched in 2014. The literature review has clarified the macroeconomic and social case for gender equality and highlighted the transmission mechanisms between higher gender equality in specific dimensions and the selected outcomes (education, access to employment and apical positions, wages, social reproduction, leadership and political participation). Furthermore, with the aim of operationalising the ways in which the main drivers or transmission mechanisms work, the study provides a survey of the available datasets to measure relevant dimensions of gender equality and the outlined economic and social gains. As a result, a variety of research alternatives stemming from the literature review under consideration has been extensively discussed and reduced to a manageable number selected on the basis of data availability and strategic relevance.

Difficulties encountered:

The tender was initially relaunched to reach out to more suitable candidates with a proven track record on previous work in the realm of feminist economics.

Future steps:

Further to a consultation meeting to be held in January 2014, peer reviews will contribute feedback on the proposals emanating from the analysis of the feasibility of proposals to estimate the macroeconomic benefits of gender equality. After the presentation and discussion of methodological options and their comparative advantages, EIGE will launch an EU-wide scaling-up study on the macroeconomic and social benefits of gender equality within the context of EIGE’s mandate and 2014 annual work plan.

The BGE project includes publication of these background papers and the expert group meeting conclusions.

Unforeseen studies — Study on international activities in the field of data collection on gender-based violence across the EU

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

Study launched: 2012. The report was published by EIGE in November 2013.

Description of the study:

The objective of the study was to produce an in-depth analysis at EU level by assessing the achievements of and setbacks to gender equality when implementing actions for reaching the strategic objectives of all 12 areas of concern of the Beijing Platform for Action. The time frame was since the last EU-wide review of the BPfA presented in 2009. The study considered the latest developments at the institutional level of the EU in the area of gender equality and the implementation of the BPfA at EU and national level in 12 areas of concern, and assessed trends, progress and major challenges in gender equality emerging from the EU-wide data since 2010. The overview used available sources of qualitative and quantitative data and information at EU level and, where relevant and if available, the information provided by the EU Member States’ reports to the UNECE.

Future steps:

The results of this study will be integrated into the RDC and will serve as a basis for EIGE’s future work on GBV.
ANNEX 4: Achievement of output indicators, EIGE’s annual work programme 2013

SUPPORTING BETTER-INFORMED POLICYMAKING AT EU AND MEMBER STATE LEVELS

NB: Numbering refers to the annual work programme 2014.

2.1 COMPARABLE, RELIABLE DATA AND INDICATORS ON GENDER EQUALITY

2.1.1 COLLECTION OF DATA AND STATISTICS IN THE 12 CRITICAL AREAS OF CONCERN OF THE BPfA/ PROVIDING SUPPORT TO THE IRISH, LITHUANIAN, GREEK AND ITALIAN PRESIDENCIES OF THE COUNCIL OF THE EUROPEAN UNION

Output: Decision-making of the Presidencies of the Council of the European Union supported by reliable data for the BPfA

<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. Beijing indicators WG meeting held on 9 and 10 October, 2013, Vilnius.</td>
</tr>
<tr>
<td>2. Meetings with the Irish, Lithuanian, Greek, Italian and Latvian governments (Q1–Q4).</td>
<td>2. Meetings with governments of the countries which will hold the Presidency in the future are held during the year preceding their respective Presidency.</td>
</tr>
<tr>
<td>3. Studies launched on areas of concern of the BPfA selected by Greece and Italy (Q1, Q2).</td>
<td>3. Studies were launched in March and July, 2013.</td>
</tr>
<tr>
<td>4. Final report for the Irish Presidency (Q1).</td>
<td>4. The final report was presented at the conference held by the Irish Presidency, 29 and 30 May 2013, Dublin.</td>
</tr>
<tr>
<td>5. Final report for the Lithuanian Presidency (Q3).</td>
<td>5. The final report was presented at the conference held by the Lithuanian Presidency, 13 September 2013, Vilnius.</td>
</tr>
<tr>
<td>6. Draft report for the Greek Presidency (Q4).</td>
<td>6. The draft report for the Greek Presidency was submitted to the HLG on Gender Mainstreaming in January 2014.</td>
</tr>
<tr>
<td>7. Reports, main findings and fact sheets for the Irish and Lithuanian Presidencies published and disseminated (Q1–Q4).</td>
<td>7. The material was published throughout the year. The final report, main findings and fact sheet for the Irish Presidency were published in June 2013. The final report for the Lithuanian Presidency was published in March 2014.</td>
</tr>
<tr>
<td>8. Consultation meetings on areas of concern selected by Latvia and Luxembourg (Q2, Q3).</td>
<td>8. Consultations on the topic for the Luxemburgish Presidency were carried out during December 2013 and January 2014.</td>
</tr>
<tr>
<td>9. Update of the database on Beijing indicators (Q1–Q4).</td>
<td>9. The updates of the database on Beijing indicators were carried out on 15 March 2013, 10 November 2013 and 19 December 2013.</td>
</tr>
</tbody>
</table>
2.1.2 GENDER EQUALITY INDEX

**Output:** A tool to assess the progress of gender equality in Europe

<table>
<thead>
<tr>
<th>Output indicators</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Publication of the report on the Gender Equality Index (Q2)</td>
<td>1. The report on the Gender Equality Index was published in June 2013.</td>
</tr>
<tr>
<td>2. Dissemination of information about the Index (Q1–Q4).</td>
<td>2. Regional meetings to showcase the Gender Equality Index preceding its official launch were held on 16 April (Vilnius), 22 April (Warsaw), 7 May (Paris) and 15 May (Rome). Additional meetings with selected stakeholders took place after the official launch.</td>
</tr>
<tr>
<td>3. Event to present it (Q2).</td>
<td>3. The Gender Equality Index was formally launched on 13 June in Brussels.</td>
</tr>
<tr>
<td>4. Maintenance and updating of the data and metadata in EIGE’s database on gender statistics (Q3, Q4).</td>
<td>4. The study on EIGE’s database on gender statistics was launched in August 2013.</td>
</tr>
</tbody>
</table>

2.2 IMPLEMENTING GENDER EQUALITY AND GENDER MAINSTREAMING

2.2.1 METHODS AND TOOLS TO SUPPORT POLICY IMPLEMENTATION

**Output:** Effective gender mainstreaming tools to support policymaking and implementation

<table>
<thead>
<tr>
<th>Output indicators</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Final report of the study on gender training in the EU (Q4).</td>
<td>1. The report on Gender Training in the EU was delivered by the contractor on November 2013.</td>
</tr>
<tr>
<td>2. Online discussion on selected aspects of gender training organised and a report produced (Q4).</td>
<td>2. The online discussion on gender training was held on 14 and 15 May, the report ‘Mapping gender training in the EU and Croatia: synthesis report’ was published on June 26. The conference report was published on 25 April.</td>
</tr>
<tr>
<td>3. Consultation meetings with stakeholders on gender training (Q3–Q4).</td>
<td>3. Consultation meetings were held in May and November 2013.</td>
</tr>
<tr>
<td>4. Updated extensive database of trainers, tools, methods, good practices and other resources on gender training made available through the RDC (Q3–Q4).</td>
<td>4. Updated extensive database of trainers, tools, methods, good practices and other resources on gender training made available through the RDC.</td>
</tr>
<tr>
<td>5. Information on gender mainstreaming methods and tools disseminated (Q4).</td>
<td>5. Information on gender training, narratives on gender equality available online; information on GIA provided during the Presidency Conference and meeting on Effective Methods for Gender Mainstreaming; online discussion on institutional capacity for gender mainstreaming held in November 2013 and a report produced (Q4).</td>
</tr>
</tbody>
</table>
2.2.2 GOOD PRACTICES IN IMPLEMENTING GENDER EQUALITY POLICIES

Output: Good practices in implementing gender equality policies

Output indicators
1. Two experts’ meetings on good practices (Q2).
2. Study on good practices to complement the report in the BPfA area of concern selected by the Irish Presidency delivered (Q2).
3. Study on good practices to complement the report in the BPfA area of concern selected by the Lithuanian Presidency delivered (Q4).
4. Study on good practices to complement the report in the BPfA area of concern selected by the Greek Presidency launched (Q1).
5. Database on methods and tools in the area of women and the media available in the RDC (Q2).
6. Database on institutional mechanisms available in the RDC (Q4).

Achievements
1. Peer review on good practices in the area of women and the media, 29 May, Vilnius; Peer-to-peer learning seminar on GT and gender impact assessment organised in November 2013.
2. Study on GP in women and the media for Irish Presidency published online on 17 October 2013.
3. This output indicator was reoriented and transformed into a review of the institutional capacity and effective methods for gender mainstreaming, including gender impact assessment in the EU Member States and Croatia. The study included a number of deliverables: study on institutional capacity for GM; survey of methods for GM; online meeting report on institutional capacity and methods for GM in the EU; databases on structures, arrangements, resources and methods for GM; conference on effective methods for GM with the Lithuanian Presidency in September; 28 country reports; think note on GIA; database of resources for GIA; examples of GIA (11); GIA guidelines
4. Study on good practices to complement the report in the BPfA area of concern selected by the Greek Presidency launched (Q1).
5. Database on methods and tools in the area of women and the media made available in May in the RDC.
6. Databases on structures, arrangements, resources and methods for GM delivered by the contractor (see also indicator 3) (Q4).

2.2.3 THE BENEFITS OF GENDER EQUALITY

Output indicators
1. Inventory of bibliographic resources on the impact of the economic crisis on women and men available in the RDC (Q1).
2. Two consultation meetings on the various aspects of the benefits of gender equality (Q4).
3. First findings identified on the benefits of gender equality (Q4).

Achievements
1. Inventory of bibliographic resources on the impact of the economic crisis on women and men available in the RDC. The resources were made available online on 11 May 2013.
2. Online discussion held on 24 and 25 April 2013. Expert group meetings held on 15 and 16 May, and 20 and 21 June 2013 in Vilnius. Online discussion report presenting first findings on the benefits of gender equality (Q4).
3. This output indicator was reoriented into four background papers, which were commissioned and delivered (Q4) as the follow-up to previous consultations.
2.3 RESOURCE AND DOCUMENTATION CENTRE (RDC)

**Output** EIGE’s Resource and Documentation Centre — the centre for institutional and methodological resources on gender equality

The Resource and Documentation Centre (physical and online)

**Output indicators**

1. All databases of 2012 and 2013 projects integrated (Q2–Q4).
2. Information on awareness-raising campaigns on domestic violence made available (Q2).
4. Two reports for the Council Presidencies and the main findings made available in the RDC (Q2–Q4).
5. Fact sheets made available in the RDC (Q4).
6. Conference on gender-based violence held (Q4).
7. The final report of the study on administrative data sources on gender-based violence in the EU published (Q4).
8. Cooperation agreements with four documentation centres signed (Q4).
9. Feasibility study for a gender equality thesaurus and glossary for the EU (Q4).

**Achievements**

1. All databases were gradually integrated throughout 2013, and can be consulted via EIGE’s RDC portal.
2. Database on methods and tools on prevention and protection from domestic violence, including awareness-raising activities, was made available online on 17 May 2013.
4. Reports and main findings made available online: ‘Advancing gender equality in decision-making in media organisations: Report’ was available 21 June 2013; and ‘Effectiveness of institutional mechanisms for the advancement of gender equality’ was made available 25 March 2014. EIGE also published separately the ‘main findings’ for both reports.
6. The conference was held in the City of Vienna on 25 and 26 November. Online discussion on FGM organised.
7. The study ‘Mapping the current status and potential of administrative sources of data on gender-based violence in the EU’ was conducted in 2013. The report itself will be published in the second quarter of 2014.
8. Four cooperation agreements were signed between October and December with (AT): Ariadne — Women’s Studies Documentation Centre at the Austrian National Library; (DK): Danish Centre for Research and Information on Gender, Equality and Diversity; (GR): Library on Gender and Equality and Historical Archive of the Greek General Secretariat for Gender Equality; IT: Biblioteca delle Donne — the Italian Women’s Library.

9. This output indicator was reoriented to establish the list of all already available EIGE thesaurus terms, and to carry out the preparatory work to integrate these into the EuroVoc thesaurus.

The European Network on Gender Equality — EuroGender

Output indicators

1. Electronic infrastructure of the network fully functional (Q1).
2. Annual evaluation of the network by its users (Q4).
3. Separate work spaces for all thematic networks operational (Q2).
4. Development and maintenance of IT infrastructure (Q1–Q4).
5. Permanent helpdesk set up (Q1).

Achievements

1. EuroGender was launched at the opening conference of the RDC, held on 1 October in Vilnius.
2. Evaluation of EuroGender and online discussion functionality was conducted on ongoing basis via online questionnaire and semi-structured interviews.
3. Separate work spaces were created for Management Board, Experts’ Forum, Economic Case for Gender Equality, Journalist Thematic Network and RDC partners. Moreover, EuroGender was used to host the vote for selecting the 12 profiles to be featured in the ‘Women and men inspiring Europe’ 2014 calendar.
4. In December 2013, an IT infrastructure analysis was conducted in order to identify future maintenance and develop a permanent helpdesk from an IT point of view for EuroGender.
5. The permanent helpdesk for the network members and the network administrator was set up.
2.4 AWARENESS RAISING, NETWORKING AND COMMUNICATION

Output: **Tools for communication of gender equality in use**

2.4.1 COMMUNICATING ON GENDER EQUALITY

<table>
<thead>
<tr>
<th>Output indicators</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Tools and templates for the communication strategy available (Q1).</td>
<td>1. Tools and templates were made available via intranet and the Institute’s servers.</td>
</tr>
<tr>
<td>2. Newsletters disseminated (Q1–Q4).</td>
<td>2. EIGE’s newsletter was published on 2 April 2013, 27 May 2013, 21 November 2013 and 17 December 2013.</td>
</tr>
<tr>
<td>3. EIGE’s website accessible for mobile devices (Q4).</td>
<td>3. The website is accessible for mobile devices throughout the year. A new short version is still to be created. EIGE’s RDC search is accessible for mobile devices.</td>
</tr>
<tr>
<td>4. EIGE’s website upgraded (Q3).</td>
<td>4. New contract signed for the upgrade of the website (Q4). The RDC page was redesigned and made available during the RDC opening on 1 October 2013.</td>
</tr>
<tr>
<td>5. Intranet updated (Q1–Q4).</td>
<td>5. Intranet is being tested in light of further developments.</td>
</tr>
<tr>
<td>7. Communication events (8 March) (Q1).</td>
<td>7. 8 March event was launched and, later in the year, also the 16 days campaign on 25 November 2013.</td>
</tr>
<tr>
<td>8. Profiles of WIE on EIGE’s website (Q1–Q4).</td>
<td>8. The profiles went online from Q1.</td>
</tr>
<tr>
<td>9. Information campaign on the RDC at EU-level (Q3, Q4).</td>
<td>9. The campaign was launched during the opening of the RDC in Q3 — 1 October 2013.</td>
</tr>
<tr>
<td>10. RDC online interface created (Q3),</td>
<td>10. The RDC interface went online in connection with the opening.</td>
</tr>
<tr>
<td>11. Opening event for Vilnius EU House.</td>
<td>11. EU House was formally opened in the presence of many European and Lithuanian dignitaries on 31 May, including EIGE’s RDC entry point — an easily accessible area for the citizens.</td>
</tr>
</tbody>
</table>
### 2.4.2 EIGE STAKEHOLDERS AND PARTNERS

**Output indicators**

1. System for update of stakeholders’ database installed (Q3).
2. Cooperation plans with EU agencies agreed upon (Q2–Q4).
3. Networking meetings with stakeholders held (Q1–Q3).
4. Visits to EIGE by external stakeholders (at least 10) (Q1–Q4).

**Achievements**

1. The EuroGender platform was designed in order for the members themselves to be able to update their own profiles (crowd update). At the time of the launch on 1 October, an overall update of stakeholders took place following a request to all stakeholders in the database to update their profile.
2. The memorandum of understanding with Eurofound was signed by both Directors in June 2013 and the cooperation agreement with the FEMM Committee was finalised in September 2013.
3. Experts’ Forum meetings were held in February and in September 2013. Meetings with the Social Platform were held on 20 March and 21 October.
4. Over 50 visits to EIGE took place in 2013.

### 2.5 EFFECTIVE ORGANISATION AND EIGE BODIES

**Output:** The necessary administrative and operational structures are put in place

**Output indicators**

1. Implementing provisions giving effect to Staff Regulations adopted (Q2–Q4).
2. A number of internal rules developed (Q1–Q4).
3. Regular meetings of the Management Board and Experts’ Forum held (Q1–Q4).
4. First projects developed under the IPA (by Q4).

**Achievements**

1. Following the adoption of the new Staff Regulations at EU level, EIGE adopted the applicable ones per analogy.
2. Internal rules and policies adopted as planned.
3. Management Board meetings held on 21 and 22 March (Vilnius); 17 June (Brussels); 24 and 25 October (Vilnius). Experts’ Forum meetings held on 19 and 20 February (Vilnius); 1 and 2 October (Vilnius).
4. IPA meetings were held on 12 June (Zagreb); 27–29 December (Montenegro).
The European Institute for Gender Equality team in 2013
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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. In 2013, the Institute employed 30 core staff members.

European Institute for Gender Equality (EIGE)
Gedimino pr. 16
LT-01103 Vilnius
LITHUANIA
Tel. +370 52157444
Email: eige.sec@eige.europa.eu
Website: http://www.eige.europa.eu
http://www.twitter.com/eurogender
http://www.facebook.com/eige.europa.eu
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