



EUROPEAN INSTITUTE FOR GENDER EQUALITY

Annual Work Programme 2012

Adopted 5 October 2011

FOREWORD

In 2012, the European Institute for Gender Equality will begin its second full year of operation. The earnest commitment and strong support of the Institute's Management Board has facilitated the process of a speedy start-up of the agency, which will be completed in 2012. The Institute will thus have the opportunity to concentrate more efforts on the specific tasks defined in the area of equality between women and men.

With the support of committed and motivated staff, EIGE will finalise the implementation of its first Mid-term Work Programme 2010-2012, geared to the collection of initial data and sources, research and other information relevant to the areas of the Institute's work. EIGE's work is based on and structured by the main framework and strategic documents for gender equality policies within the European Union.

The Europe 2020 Strategy sets economic goals that demonstrate the importance of gender equality in achieving greater participation of women in the labour market and more participation of men in family and care activities. The economic and financial impact of effective gender equality policies and gender mainstreaming strategies, and their positive influence on EU social development, will be a part of the Institute's work with the collection of good practices, tools and methods supporting the equality between women and men in Europe.

The European Commission Strategy for Equality between Women and Men 2010-2015 sets the goals and tasks for its gender equality policy of the European Union in the coming years. EIGE will support the Commission and the Member States.

The twelve areas of concern of the Beijing Platform for Action (BPfA) put in place a framework for all international gender equality policies. The European Union and its Member States are obliged to implement the commitments made therein. Following the UN's 4th World Conference on Women in Beijing in 1995, the Madrid European Council (15 and 16 December 1995) requested an annual review of the implementation of the Beijing Platform for Action (BPfA) in the Member States. Subsequently, on 2 December 1998, the Council agreed that the annual assessment of the implementation of the BPfA would include a proposal on a set of quantitative and qualitative indicators.

The Institute will provide support to the development and updating of indicators in the critical areas of BPfA and – building inter alia on these indicators - will develop a gender equality index. The Institute will set up a documentation centre that is accessible to the public, including a virtual European Network on Gender Equality. A start will also be made on the collection of gender mainstreaming tools and methods, and data and information on combating gender-based violence.

This Annual Work Programme will lead the Institute through a detailed consultation process with the main stakeholders, in particular the European Commission and the EU Member States, during which new challenges for gender equality will be assessed, needs and priorities of various stakeholders will be structured, and a focus for the next three-year work plan developed. By the end of 2012, the European Institute for Gender Equality will have established the pre-conditions for becoming the European centre of competence on gender equality issues.

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1 EIGE'S MISSION AND FOCUS FOR 2012

Equality between women and men is both a fundamental right and a common principle of 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 competence centre on gender equality issues

By the end of 2012, EIGE will become an effective EU agency that collects knowledge and expertise, and shares available data, tools and methods on equality between women and men in order to support its stakeholders and actors in Europe.

1.1 OVERALL OBJECTIVES

The European Institute for Gender Equality was established to contribute to and strengthen the promotion of gender equality, including gender mainstreaming in all Community policies and the resulting national policies, by providing technical assistance to the EU Institutions, in particular the European Commission and the authorities of the Member States¹.

1.2 FOCAL AREAS AND MAIN TOOLS FOR 2012

The Work Programme for 2012 finalises the implementation of the first three-year programme of the Institute and contributes to the delivery of outcomes defined in the **Mid-term Work Programme 2010-2012**. During the year, the achievement of the following medium term objectives (outcomes) will be completed:

- EIGE fully functioning as an independent EU body;
- Bodies of the agency effective and operational;
- Data on the first critical areas of the BPfA collected and processed; effective support for Presidencies of the Council of the EU in place;
- An index to assess equality between women and men in the Member States developed;
- (Parts of the) Resource and Documentation Centre open/accessible to the public;
- Information on gender equality and the work of EIGE presented to stakeholders and the public;
- Network to share competence and experience created;
- Strong partnership across Europe established.

¹ Regulation (EC) No. 1922/2006 of the European Parliament and of the Council of 20 December 2006 on establishing a European Institute for Gender Equality, O.J. L 403/9, Art.2.

The Work Programme 2012 will contribute to the achievement of the remaining outcomes of the Mid-term Work Programme, and, aware of the importance of the key priorities defined for the EU by the Europe 2020 strategy, will concentrate efforts on the major tasks defined in the Regulation and the tasks assigned to EIGE in the European Commission Strategy for Equality between Women and Men 2010-2015.

The Institute will focus its activities on two broader areas:

1. Collecting comparable and reliable data, and developing indicators on gender equality, and
2. Collecting, processing and disseminating research, information, methods and practices for gender equality work, including gender mainstreaming.

Within the first focal area, EIGE will continue to collect data at European level and develop methods to improve the objectivity, comparability and reliability of data and indicators related to gender equality issues in cooperation with Eurostat within the framework of the Memorandum of Understanding signed between EIGE and Eurostat in 2011. EIGE will provide technical support to the upcoming Presidencies of the EU Council in following up progress in the selected areas of concern of **the Beijing Platform for Action (BPfA)**. The collection of reliable data, statistics and indicators will offer the European Commission, the Member States and other stakeholders a coherent and centralised system that will support the follow-up and reporting on the advancement of women in the BPfA's selected areas of concern.

The **development** of a **Gender Equality Index (GEI)** covering the EU Member States is another significant task that falls within the first focal area, the product of which will offer the European Union a specific tool and a common system to assess the progress of gender equality in Europe.

The second focal area will concentrate on the collection, processing and dissemination of **tools and methods and good practices for gender equality and gender mainstreaming**. Priority will be given to the collection of methods, tools and good practices of gender equality work within the areas of the BPfA selected by the upcoming Presidencies and of gender mainstreaming training.

During the year, EIGE will finalise the concept and structure of the Institute's **Resource and Documentation Centre**, which will house an online and physical documentation centre, a knowledge centre and the European Network on Gender Equality. The Institute will begin processing gender-related data and information that has been collected in order to begin developing initial fact sheets, publications, reports and other products.

EIGE will adopt a horizontal approach towards the issue of men and masculinities. The Institute will attempt to integrate the perspective of men and masculinities and to promote men's involvement in gender equality throughout the main activities of EIGE.

EIGE will begin the second phase of the process in the framework of collecting, analysing, processing, and disseminating data and information on gender equality.



1.3 IMPLEMENTATION APPROACH

Accounting for and monitoring the Institute's operations and activities, this Annual Work Programme is based on the universally accepted method of Results-Based Management (RBM). Throughout 2012, the Institute and its staff members will contribute to achieving the expected outcomes and outputs (mid-term and immediate results).

In accordance with the Regulation, the Institute carries out its tasks within the competencies of the EU, and in the light of the objectives adopted and priority areas identified in its Mid-Term Work Programme 2010-2012. The activities and outputs of the Work Programme 2012 take into account EU policies and priorities in the field of gender equality, the EU 2020 strategy and, in particular, those set out in the Commission Strategy for Equality between Women and Men 2010 - 2015.

The planning and implementation of all EIGE activities is based on a coherent approach, which includes the steps of collecting, analysing and processing existing information on gender equality in Europe in order to disseminate it, and to make it useful and visible to a large number of users. This approach creates the conditions for the Institute to become a strong and competent actor with an independent source of information on gender equality, and accords the Institute a central role in hosting and disseminating the information collected in its Resource and Documentation Centre.

2 ANNUAL WORK PROGRAMME 2012

This Annual Work Programme sets out the Institute's activities for 2012 and the human and financial resources to implement them. In order to contribute to its overall objectives, the Institute will fulfil its tasks by organising its work within four activity areas defined in the Mid-term Work Programme.

2.1 INSTITUTIONAL SET-UP AND BODIES OF EIGE

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

AGENCY AND ITS STAFF

In 2012, when the financial support of the Government of the host country and the lease contract (arranged for by the Government) has ended, the agency will finalise the procurement of its premises. Together with the Information Bureau of the European Parliament and the Representation of the European Commission, the Institute intends to establish itself in the Agency's premises, which can accommodate all the three institutions, and provides good visibility and easy access to visitors, guests and European citizens. The Institute will pursue its efforts to conclude the Seat Agreement with the Lithuanian authorities.

In 2012, the Institute aims to have 30 recruited staff, nine Contract Agents, and six seconded national experts. This total number of 45 will contribute to the implementation of the Work Programme of the Institute. In turn, further in-house training will be organised on topics related to gender equality and procurement, in order to

improve EIGE staff competence. Several training sessions will be open to gender experts from EU Institutions and EIGE's sister agencies.

BODIES OF EIGE

Management Board²

As the agency's decision-making body, the Management Board will supervise the progress of operations, adopt the remaining staff-related and administrative/financial documents, and guide the Institute in developing its second Mid-term Work Programme for 2013-2015.

The Management Board will approve the Institute's Annual Report covering a full year of operation (2011) and will advise the Institute on the launch of the Mid-term evaluation covering the first three years of operation. Technical specifications defining the scope and tasks of the evaluation will be developed and launched by the end of 2012.

The Management Board Committee, established after amendments to the Internal Rules in 2011, will continue to facilitate the work of the Management Board, which, in turn, will benefit the Institute's work.

This activity covers costs related to the meetings of the Management Board and the Committee held in 2012 and all related costs, such as simultaneous interpretation during the Management Board meetings (five languages).

Experts' Forum³

During the year, the Experts' Forum will begin its second term in office and will assist the Institute in its defined areas of work. The members will advise the Institute by way of permanent working groups and through the development of methods, tools and the collection of good practices.

Output indicators: meetings of the Management Board (Q2, Q4); meetings of the Experts' Forum (Q3, Q4); joint meeting of the Management Board and the Experts' Forum (Q1); Establishment Plan 2013 completed (Q1); Implementing Provisions to Staff Regulation adopted (Q2-Q4).

Human resources (2012)

2.1.: Institutional Set-up and Bodies of EIGE

² According to the Regulation, the Management Board takes all necessary decisions for the operations of the Institute; in particular, it adopts the Medium-term Work Programmes and Annual Work Programmes, the Annual Report as well as the Institute's draft and final budgets. It also adopts the Institute's internal rules and rules of procedure. The Management Board exercises disciplinary authority over the Director and has the power to appoint or dismiss her/him.

³ The Experts' Forum supports the Director in ensuring the excellence and independence of activities of the Institute and constitutes a mechanism for an exchange of information in relation to gender equality issues and the pooling of knowledge. It ensures close cooperation between the Institute and competent bodies in the Member States. The Experts' Forum operates as the Institute's advisory body to provide expert knowledge in the field of gender equality.

Temporary agents AD	Temporary agents AST	SNE ⁴	Contract agents CA	Total staff	%	Budget Title 1 'STAFF'
4.4	2.5	0	4.2	11.10	24.67	730,676

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

2.2.1 COLLECTION OF DATA AND STATISTICS OF THE 12 CRITICAL AREAS OF CONCERN OF THE BPfA/PROVIDING SUPPORT TO THE DANISH, CYPRIOT, IRISH AND LITHUANIAN COUNCIL PRESIDENCIES OF THE EU COUNCIL; GENDER-BASED VIOLENCE

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

As tasked by the Commission Strategy for Equality between Women and Men 2010-2015, the Institute developed a structured approach in 2011 to support the Commission and the Member States in reporting on the implementation of the BPfA in selected areas of concern. Last year, EIGE reviewed several indicators related to the reconciliation of work and family life in Area F: Women and the Economy (for the Polish Presidency). The report and the main findings on Women and the Economy were published on the Institute's website, disseminated during Presidency events and distributed to relevant institutions within the Member States, international organisations and other EU Agencies. In 2011, to support the Danish Presidency, EIGE began developing indicators in Area K: Women and the Environment, with a specific focus on gender and climate change. The final report for the Danish Presidency will be complete in February of 2012.

In line with the Commission's Work Programme for the follow-up of the BPfA, and according to EIGE's Mid-term Work Programme 2010-2012, EIGE, , the High-level Group on Gender Mainstreaming (HLG) and the Commission will, in close cooperation with the Council Presidency:

- analyse and review the areas of concern chosen by upcoming Presidencies of the Council of the EU;
- ensure technical follow-up on the areas covered by existing indicators or develop new indicators;
- provide technical advice on updating and improving existing indicators;
- promote visibility and dissemination of indicators.

Within this focal area, EIGE will apply a two-pronged approach: it will collect data, statistics and other relevant information in all areas of concern for the BPfA and it will provide a more in-depth review of the area of concern chosen by upcoming Presidencies of the Council of the EU in the format of a report.

⁴ Seconded National Expert

COLLECTION OF DATA AND STATISTICS WITHIN THE 12 AREAS OF THE BPfA

EIGE has launched several studies in order to create the necessary conditions to facilitate work with reliable data, have background information on existing indicators in the 12 areas of BPfA and collect good practices on the implementation of the BPfA. In 2011, the Institute finalised a study on existing indicators and statistics on gender equality in the European Union (launched in 2010), which provides a comprehensive overview of data and data sources for all indicators in the 12 areas of BPfA. Starting in 2012, the collected data and data sources of indicators within the 12 areas of BPfA will be regularly updated.

The study on Implementation Methods of Work with the Beijing Indicators in the European Union (2010-2011) identified different approaches and methodologies of working with gender statistics and Beijing indicators, and good practices on the methods used for the implementation of the BPfA.

Both studies serve as useful resources providing reliable background information in order to advise on updating and improving existing indicators, and on developing new ones in the future.

SUPPORT TO THE PRESIDENCIES OF THE EU COUNCIL

EIGE will support the forthcoming Presidencies of Denmark, Cyprus, Ireland, and Lithuania in providing technical follow-up of indicators in the selected area of concern for the BPfA. To review the selected areas of concern chosen by the Irish and Lithuanian Presidencies, two studies will be launched. They will provide a context overview of the selected areas, as well as technical advice on updating and improving existing indicators. The studies will serve as background material for the drawing up of a report on the review of a Presidency area of concern.

Comparability of data is a crucial aspect in the delivery of sound research and analysis. Therefore, in order to increase institutional synergies and improve the quality of sex-disaggregated data, EIGE will strengthen its cooperation with the European Statistical System, mainly Eurostat, and – for data not available at EU level, the national statistics offices in the Member States, the UN, ILO, OECD as well as EUROFOUND, FRA and other European agencies. Furthermore, in order to increase information on existing indicators, EIGE will research other sources, such as the CoE, UNSD, UN Women and the World Bank.

The Working Group (WG) on the Beijing indicators, established in 2010, will continue to advise EIGE on the development of reliable, harmonised and qualitative information for following up the implementation of the BPfA at EU and Member State levels, and in promoting the visibility of the areas of BPfA. Where the topic of the selected area of concern calls for highly specialised expertise, external experts who are specialised in a particular area of the BPfA will be invited to contribute to the work of EIGE and its Working Group. The WG will also be involved in a more general review and gradual update of all 12 areas of concern of the BPfA. In order to optimise the work on the collection of data and statistics and to find synergies with the work on the Gender Equality Index, the Working Group will cooperate closely with the Working Group on the Gender Equality Index.

PROMOTION AND VISIBILITY OF THE AREAS OF BPfA

By supporting the Presidencies in developing and updating the Beijing indicators, and by building up a solid database for the 12 areas of the BPfA, EIGE will contribute to the visibility of and awareness about the BPfA and the Beijing indicators. The reports developed for Presidency countries will be presented during Presidency events and disseminated to stakeholders through EIGE's Resource and Documentation Centre, including its website.

GENDER-BASED VIOLENCE

To contribute to the implementation of the BPfA as well as the Commission Strategy for Equality between Women and Men 2010-2015, EIGE also aims to gather data, statistics and other relevant information on gender-based violence. Collecting comparable and reliable data is recognised as a major obstacle in combating violence against women, and in particular, in relation to the very sensitive issue of female genital mutilation (FGM). For that purpose, EIGE will finalise a study on access to information and the collection of data on FGM launched in 2011.

As stated in the Council Conclusions on the Eradication of Violence against Women, adopted on 8th March 2010⁵, there is still a pressing need for comparable data on the prevalence of violence against women. To meet the challenge, EIGE plans to analyse and evaluate possible structures for an observatory to collect comprehensive, comparable and representative data on violence against women (see 2.3.1 Gender Mainstreaming Tools and Methods for further information).

Output indicators: meetings of the Working Group on Beijing indicators (Q2,Q3); FGM available data mapped (Q2); meetings with governments holding the Presidency in 2012 - Denmark and Cyprus (Q1,Q3); meetings with governments of upcoming Presidencies in 2013-2014 - Ireland, Lithuania, Greece (Q2 – Q4); studies on selected areas of the BPfA for Ireland and Lithuania launched (Q1-Q2); report for the Danish Presidency delivered (Q1); report for the Cyprus Presidency delivered (Q3); report for the Irish Presidency drafted (Q4); consultation meetings with experts in selected areas by Cyprus and Ireland (Q2,Q3).

2.2.2 GENDER EQUALITY INDEX

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

THE RELEVANCE OF A GENDER EQUALITY INDEX FOR EIGE'S WORK

The Commission Strategy for Equality between Women and Men 2010-2015 and its Action Plan assigns to the European Institute for Gender Equality the task of developing a Gender Equality Index (GEI). This is one of the major tasks defined in the Institute's Mid-Term Work Programme 2010-2012.

⁵ Council Conclusions of 8 March 2010 on the eradication of Violence Against Women in the European Union of CL10-048EN.

Given that the existing indices on gender inequality on a global level do not focus solely on the specific context and challenges of Europe, the aim to create such an index is to facilitate the analysis and follow up development within the different domains of gender (in)equality in Europe. This would provide the users of the Index with both elaborated country profiles in the domains selected for the index and with an overall picture of how the countries rate on the scale in Europe.

In 2011, EIGE worked to develop a framework for the future work on the Index. The Institute launched baseline research for the development of the conceptual framework and basic structure of the GEI. The first research results provided the basis for conceptual and technical work on the aspects involved in defining gender equality, methodology, and the essential features and issues to be taken into account in the construction of the GEI. Mapping, identifying, analysing and evaluating the existing data sources that are relevant for the dimensions of the GEI was carried out. In order to develop a common, acceptable and agreed approach on the measurement of gender equality, contacts have been established with the relevant experts in the Member States and international organisations (UNECE, OECD, Social Watch, ILO).

In cooperation with other EU Institutions - in particular Eurostat - and with national statistics offices, and relevant international organisations (UNECE; OECD), in 2012, EIGE - supported by its Working Group - intends to develop a GEI, which will provide a sound and evidence-based approach for monitoring the progress of gender equality in Europe.

The technical work of building the Index, carrying out the consultation process with data source providers and other relevant stakeholders, as well as developing the framework of the data presentation and periodicity of the Index, will be the main issues to tackle in 2012.

A TWO-FOLD APPROACH

The construction of a GEI requires a two-fold approach: fulfilling the technical task (i.e. building the Index) and setting up the consultation process with data source providers and other relevant stakeholders.

The technical work on the Index will require a thorough analysis of different domains of gender equality in Europe and the taking of decisions on the main indicators to be included in the Index and their weights. The data and relevant information gathered in the work with the Beijing indicators will be analysed (see Annex 3). The WG on the Gender Equality Index will support EIGE by providing recommendations on the dimensions of gender equality to be included in the Index, their weights, various methodological issues, periodicity of the Index, etc.

The technical work will be presented in a publication on the Gender Equality Index, which will consist of three main parts: (i) a conceptual chapter on the evolution of the various areas of gender policy and the concept of gender equality at European level, (ii) a chapter on the methodological approach to measuring gender equality in Europe, and (iii) a chapter on the results of the GEI with country profiles and statistical annexes.

The process of consultation on the GEI with data source providers and other relevant stakeholders should begin in parallel with the technical work of creating the Index. The consultation meetings will aim to explain the benefits of such an Index, thereby strengthening the need for it, as well as discussing the methods, availability of data, measurement, interpretation and periodicity of the proposed Gender Equality Index.

Output indicators: meetings of the Working Group on Gender Equality Index (Q2, Q4); consultations with International, European and national data source providers and other relevant stakeholders (Q1 -Q4); international consultation seminar on measuring gender equality in Europe (Q4); publication on the GEI (Q3-Q4).

Human resources (2012)

2.2.: Focal Area 1: Comparable and Reliable Data and Indicators on Gender Equality

Temporary agents AD	Temporary agents AST	SNE ⁶	Contract agents CA	Total staff	%	Budget Title 1 'STAFF'
7.4	0.35	3	0.90	11.65	25.89%	822,463

2.3 FOCAL AREA 2: COLLECTING AND PROCESSING METHODS AND PRACTICES FOR GENDER EQUALITY WORK

As a strategy for achieving gender equality, gender mainstreaming (GM) involves a process of incremental change in policies, strategies and activities. The long-term objective is that attention to gender equality will pervade all policies, strategies and activities, so that women and men will influence, participate in, and benefit equitably from all interventions.

Since a gender mainstreaming policy uses a number of different instruments, in 2011, EIGE initiated the collection and processing of tools and methods used by EU Institutions and Member States for gender equality and gender mainstreaming work. The tools and methods on which EIGE is focusing follow the classification proposed by the Council of Europe, which is defined as "*(...) groups or types of means to put the gender mainstreaming strategy into practice, i.e. to (re)organize, improve, develop and evaluate policy processes in order to incorporate a gender equality perspective*"⁷ and divided into analytical, educational, consultative and participatory techniques and tools⁸.

In 2011, by means of several studies, EIGE collected basic information on the gender mainstreaming tools and methods in the Member States and will focus its further work on selected methods and tools for effective gender mainstreaming and promotion of gender equality. To strengthen the added value to the Presidencies of

⁶ Seconded National Expert

⁷ Gender Mainstreaming. Conceptual framework, methodology and presentation of good practices. Council of Europe, EG-S-MS (98) 2 rev.

⁸ Such tools include: Statistics, Survey and Forecast, Cost-benefit analyses, Research, Checklists, guidelines and terms of reference, Gender impact assessment methods, Monitoring, Awareness-raising and training courses, Follow-up action, Manuals and handbooks, Educational material for use in schools, Working or steering groups and think tanks, Directories, databases and organisational charts, Participation of both sexes in decision-making.

the Council of the EU, EIGE will give priority to the collection and processing of methods, tools and good practices used in the areas of BPfA selected by the Presidencies.

2.3.1 GENDER MAINSTREAMING TOOLS AND METHODS

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

The work on methods and tools to promote gender equality will encompass the activities listed below.

Firstly, EIGE will collect tools and methods, described in 2.3, in the areas of concern of the BPfA selected by Cyprus, Ireland and Lithuania during their respective Presidencies. The collection of tools is part of the support to the Presidencies of the Council of the EU that, in addition to the reports reviewing the Beijing indicators, will collect methods and tools used in the selected area of concern. The information will be gathered by means of studies that will be launched within the framework of EIGE's support to the Presidencies. The part of the studies related to tools and methods will collect and analyse information, map methods and tools, and identify good practices in the respective areas. This information will be placed at the disposal of EIGE's Resource and Documentation Centre. In order to present and disseminate good practices and to encourage the exchange of effective practices among the Member States, EIGE will organise dissemination events planned in connection with the Presidency period.

Secondly, in 2012, the Institute will focus specifically on gender equality and mainstreaming, including training. When identifying the need to improve gender mainstreaming mechanisms, the EC Advisory Committee on Equal Opportunities⁹ has referred to training as one of the core components of such mechanisms. The use of training as a tool for promotion of gender equality is also highlighted as one of the key issues in the Commission Strategy for Equality between Women and Men 2010-2015. To support the implementation of the Strategy, and to increase the capacity of various stakeholders and users by collecting, processing and offering coordinated access to a broad range of effective gender training, training methods and modules, the Institute will work on the transfer of knowledge in gender mainstreaming and gender equality, and will also promote existing training methods. It will map the gender mainstreaming training provided in the Member States, facilitate effective links between the policy makers, the research community and experts providing training and it will promote discussion on standards for gender training.

The study on the existing tools and methods to mainstream gender at the EU level (focused on training) was launched in 2011. Within the framework of this study, EIGE will collect training tools (e.g. manuals, toolkits, training videos, training material, guidelines, etc.) from the Member States and at the EU level. EIGE also aims to map gender trainers who are active in all European countries. For this purpose, EIGE will update and further develop the online database on gender training (trainers, training institutions, training materials, good

⁹ Advisory Committee on Equal Opportunities, 'Opinion on the future of gender equality policy after 2010 and on the priorities for a possible future framework for equality between women and men', January 2010.

practices) as part of the Resource and Documentation Centre (RDC), starting with the OPERA branch of the European gender research project "QUING"¹⁰. A European seminar on gender equality and mainstreaming training to be held in autumn 2012 will serve as a good platform to present the findings of EIGE's study on Gender Training and the updated database on gender training in the EU to users and practitioners. A broader public will benefit from the work through the development of materials and info-packages, which will be available on request and through the RCD.

Thirdly, the Council called on the European Commission¹¹ to devise a European Strategy for preventing and combating violence against women by creating a general framework of common principles and appropriate instruments which embraces the following priorities: '(c) In this context, the first steps will be taken towards establishing a European Observatory on Violence against Women, building on existing institutional structures'.¹² (See 2.2.1. Collection of data and statistics)

2.3.2 COLLECTING, PROCESSING AND DISSEMINATING GOOD PRACTICES

Good practices are often used for the promotion of gender equality and the sharing of experiences with mainstreaming gender into the policies and programmes of the EU Institutions and Member States. Documenting good practices involves recording the positive steps made towards achieving gender equality. Good practices need to be recognized as such, shared, and interpreted: their components — i.e. the contexts in which they work and those in which they do not work; mechanisms that work — have to be identified and disseminated. During 2011, EIGE developed an approach to the collection, processing and dissemination of good practices, which prepared the ground for future work on enhancing the exchange of effective practices.

With the objective of promoting the use of functioning practices in the implementation of gender equality policies, and in particular those related to the implementation of BPfA, EIGE will make available the first good practices in the area of Gender Based violence/Victim support in 2012.

In 2012, priorities for this activity will follow the priorities selected for the part of the programme concerning Tools and Methods. These will cover (i) the methods and tools used within the selected BPfA areas by the Cypriot, Irish and the Lithuanian Presidencies on domestic violence and victim support, segregation (labour market and education) and Institutional Mechanisms and (II) gender equality and mainstreaming training. The good practices identified will be processed and made available through the Resource and Documentation Centre of the Institute.

Output indicators: study to explore good practices for data collection in order to create conditions for hosting a future Observatory on violence against women (Q2); studies on good practices, tools and methods within the BPfA areas chosen by Ireland and Lithuania launched (Q1-Q2); report on Gender Training finalised and available on EIGE's website (Q4); database of gender training and gender trainers updated, system for updating in place (Q3); inventory of gender training materials and manuals published (Q4); European seminar on gender training (Q4); materials and info-package on training (Q4); database of gender mainstreaming tools and methods

¹⁰ <http://www.quing.eu/>

¹¹ Council conclusions on the eradication of violence against women in the European Union,, 8th March 2010, CL10-048EN

¹² Council Conclusions on the Eradication of Violence Against Women in the European Union. CL10-048EN.

developed and available, system for updating it in place (Q1-Q4); thematic network on gender training established (Q4); ad-hoc expert meetings on good practices related to Presidency areas of concern and gender equality and mainstreaming training (Q1- Q3); publications on Methods and Tools (Q1-Q4).

Human resources (2012)

2.3.: Focal area 2: Collecting and Processing Methods and Practices for Gender Equality Work

Temporary agents AD	Temporary agents AST	SNE ¹³	Contract agents CA	Total staff	%	Budget Title 1 'STAFF'
4.9	1.25	2	0.70	8.85	19.67	560,493

2.4 RESOURCE AND DOCUMENTATION CENTRE

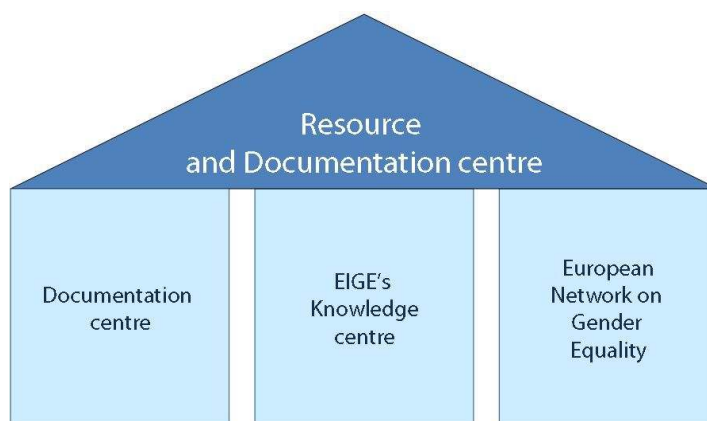
Output of the activity: **Comprehensive information on gender equality and the work of EIGE accessible to stakeholders and the public**

2.4.1 ESTABLISHMENT OF A RESOURCE AND DOCUMENTATION CENTRE

The establishment of a unique Resource and Documentation Centre (RDC) as a central tool for collecting and processing relevant information and for disseminating EIGE's products, research and collected information to the stakeholders and beneficiaries is one of the Institute's primary objectives. The RDC is due to have a documentation centre offering physical as well as online access, including a global online catalogue and a library. It will also host the European Network on Gender Equality (Electronic network).

Based on the infrastructure developed and tested in 2011, the structure of the RDC will be improved and updated in the coming years.

The Resource and Documentation Centre will consist of three pillars, as presented below:



¹³ Seconded National Expert

The first pillar of the RDC will consist of a Documentation centre offering physical as well as online access, including a global online catalogue containing digital documentation resources and a library. EIGE's Documentation centre will be an open platform for users to access an increasing amount of information and resources on gender equality in a single location. Based on the classification system for all types of material (books, brochures etc) and on-line documentation developed and approved in 2011, relevant literature, including "grey literature" and studies, publications and campaign material of gender equality actors (e.g. governments, NGOs) that are more difficult to access will be collected in various languages. They will be encoded in English and will gradually be made permanently available to the public and interested parties for review. EIGE will prioritize the collection of the materials according to the areas of BPfA selected by the Presidencies, but it will additionally encompass the materials that EIGE will collect in the course of its other activities.

During 2012, further agreements and other forms of cooperation on accessing and sharing resources in Europe will be developed to enable automatic updates of information from partner organisations, together with technical tools. To avoid overlap and to disseminate the resources in existing documentation centres and data bases, the Institute will develop standard requirements enabling searches and uploads of external data stored in various information and resource centres on relevant studies, reports and research.

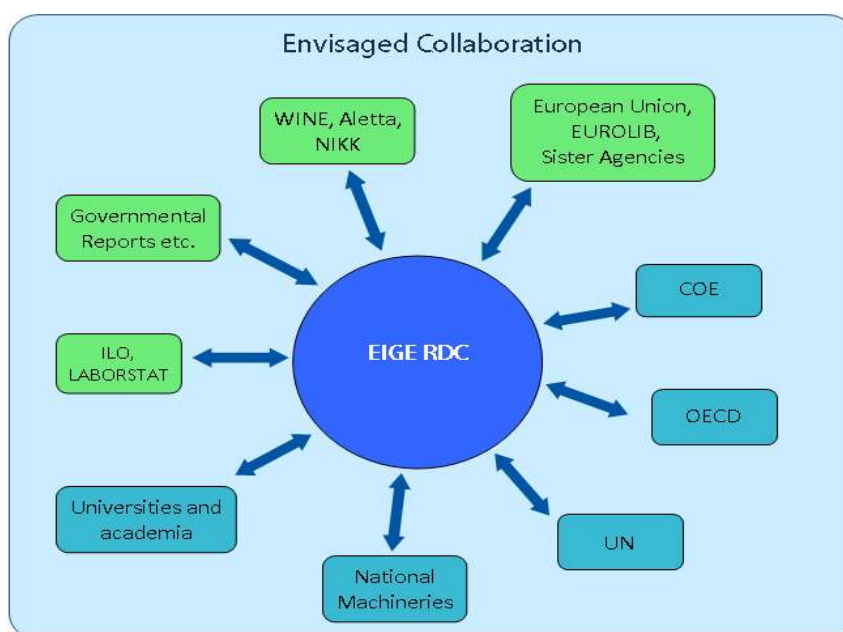
The second pillar of the RDC, namely EIGE's Knowledge Centre, will serve as the RDC's 'brain', which will process the collected material on EIGE's focal areas, effective methods, tools and good practices on gender equality work; it will also produce necessary publications, reports and research. During 2012, once the technical infrastructure for the RDC is in place, this information will be merged into one database and will be accessible by a user-friendly search interface on EIGE's permanent website.

During 2012, EIGE will develop a knowledge management strategy, which will process the documents, publications and communication materials produced on (i) all 12 areas of concern of the BPfA, especially the results of support to the Presidencies' reports and (ii) selected issues within the Tools and Methods and Good Practices in Gender Mainstreaming and Gender Equality work. Specific horizontal themes – which are not directly covered by the 12 areas of concern of BPfA, such as men and masculinities, breaking gender stereotypes and/or good practices and training tools and methods on gender mainstreaming – will be added to the RDC. The Knowledge Centre will analyse collected data and information and will develop tailor-made products for various target groups. The Centre will also process information on good practices, publications and research collected from various stakeholders in order to present them to the thematic networks of the European Network on Gender Equality and other interested users.

The third pillar of the RDC includes the electronic European Network on Gender Equality. This will allow the dissemination of data, functioning practices, experience and research. This network will foster debate and synergies (see point 2.4.2). The thematic networks of experts, established during 2010-2011, will create the nucleus of the European Network, initiating the exchange of information and pooling of resources within their respective areas of competence. A number of new thematic networks will be initiated and the number of members within the thematic networks will gradually expand. The European Network will also suggest effective

ways to facilitate contacts between various organisations and individuals interested in cooperation in the European and national programmes and initiatives promoting gender equality.

Following the initial contacts made during 2010 and 2011 with academia and resource/information/documentation centres on women’s advancement and gender equality issues, in particular, by including the Network of women's information centres (WINE)¹⁴ and also one of the most important organisations of researchers, ATGENDER¹⁵, EIGE will increase its cooperation with a growing number of stakeholders and partners, as presented in the figure below:



RDC LAUNCH

When the Institute moves to its new premises, the entire RDC will be officially launched on site as well as online. Following a series of test runs and pilot projects, the RDC and its three pillars – RDC, EIGE’s Knowledge Centre and the European Network on Gender Equality – will be presented to the wider public.

WOMEN OF EUROPE RESOURCE POOL

In accordance with the task defined in the Regulation – “disseminate information regarding positive examples of non-stereotypical roles for women and men in every walk of life, present its findings and initiatives designed to publicise and build on such success stories,”¹⁶ – the Institute will continue integrating into the RCD database the collected names of and information on female experts and/or inspiring female role models. This data will

¹⁴ WINE is a network of women’s libraries, archives and information centres in Europe. Currently more than 50 organizations from several countries are members of WINE network’s, the purpose of which is to provide a common platform for European women’s libraries in terms of education and research in gender, women’s and feminist studies.

¹⁵ The European Association for Gender Research, Education and Documentation is a broad association for academics, practitioners, activists and institutions in the field of Women’s and Gender Studies, Feminist Research, women’s rights, gender equality and diversity.

¹⁶ Regulation (EC) No. 1922/2006 of the European Parliament and of the Council of 20 December 2006 on establishing a European Institute for Gender Equality, O.J. L 403/9, Art.3.

be made available to internal and external stakeholders for use in support of their activities (e.g. events, training, etc.). Media and communications experts, researchers and/or publicists could also benefit from the expertise located within the resource pool.

During 2012, based on the findings of the Commission's study on men and masculinities and EIGE's own mapping study, this database will expand the information on men as role models and experts within gender equality work.

WOMEN INSPIRING EUROPE (WIE) CALENDAR

Drawing on the nominations to EIGE's Resource pool, the nominees will be featured for a third time in EIGE's Women Inspiring Europe (WIE) Calendar – 2013. The calendar will highlight women's achievements, promote positive female examples and pay tribute to some of Europe's most remarkable women. EIGE will publish a full feature story of each woman. The calendar will present data on the gender gaps in the area of activity of the selected woman. Events on gender equality in the EU, already marked in the calendar for 2013, will offer a broad and consolidated picture of gender equality initiatives throughout the year. In the context of International Women's Day, audiovisual presentations of the calendar women will be launched via the web and other channels. To broaden gender equality in this activity, the idea of including male role models will be considered when developing the Institute's next Mid-term work programme and the Calendar for 2013.

2.4.2 THE EUROPEAN NETWORK ON GENDER EQUALITY

The electronic European Network on Gender Equality will be launched in 2012 with the aim of optimising the pooling of resources, and the collection, use and exchange of relevant information between different actors and stakeholders. It will consist of a general platform and a dedicated space for various thematic networks. The thematic networks, established by EIGE's Experts' Forum in 2010-2011, will provide a sound basis for animating debates and exchanging information and expertise in the specific area among professional and broader groups within the European Network on Gender Equality. The platform will allow the ad-hoc creation of thematic networks by its members.

Findings and suggestions of the "Feasibility study on effective forms of electronic networks", launched in 2010, were integrated into the concept of the Network, hardware and software needed for the smooth functioning of the Network in 2011.

A targeted information campaign will be launched to attract members to the Network. From the very beginning, the members of the Network will be offered a substantial amount of knowledge and resources stored at the Resource and Documentation Centre (the feasibility study showed that the majority of users lose interest if the information they are interested in is not available). The Institute will also develop an action plan for the network's start-up phase (e.g. an interview with a high profile gender equality actor; launching of thematic debates; podcasts; launching of EIGE's own studies, etc).

The European Network on Gender Equality will include various forms of interaction and points of information, such as a public group calendar; public and private community spaces/web forums; a content translator to overcome language barriers; social networking tools; news & RSS feeds; polling and surveys; working team spaces providing room to develop collaborative documents & projects; online conferences; master data repository, etc.

A monitoring system on its Stakeholders' Management Information System (web-based database) will be put in place allowing EIGE to update possible changes related to its stakeholders, including changes of the names of organisations or their web addresses, changes in their structures, as well as expansions or closures (see 2.5.2).

Output indicators: increased number of cooperation agreements with research centres, libraries and information centres (Q1-Q4); Network information campaign launched (Q1); data and information on two new areas of the BPfA at the RDC available (Q4); calendar "Women Inspiring Europe - 2013" printed and distributed (Q4); video presentations of the Women Inspiring Europe 2013 launched (Q1); IT tools for the electronic network in service (Q3-Q4); system to update and monitor IT platform in place (Q4).

Human Resources (2012)

2.4.: Resource and Documentation Centre

Temporary agents AD	Temporary agents AST	SNE	Contract agents CA	Total	%	Budget Title 1 'STAFF'
3	1.35	0.5	1.5	6.35	14.11	421,988

2.5 AWARENESS-RAISING, NETWORKING AND COMMUNICATION

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

2.5.1 DEVELOPMENT OF A COMMUNICATION STRATEGY

The implementation approach of the Institute is based on the principle that every major activity of EIGE contains a communication strategy that makes the results of each activity visible and promotes the use of developed methods, tools or best practices. These strategies will be perceived as a single strong and coherent message that will become a constituent part of the Institute's communication strategy, which will serve as the basis for implementing EIGE's overall objective on awareness raising. Concerning its end-users, both throughout the focal areas as well as within the specific work with communications, the Institute will raise awareness through multiple target groups and via multipliers, which will include policymaking institutions, researchers, social partners and others. The strategy will serve as the Institute's principal set of Information guidelines, combined with a road map for both tools and audiences.

Development of ways to link the Institute's website with the European Network on Gender Equality and with the databases of an increasing number of stakeholder organisations, plus establishing connections with the Institute's Resource and Documentation Centre, will enable the smooth functioning of all the constituent parts of the RDC by the end of 2012.

Based on the external communications strategy and the findings of the Stakeholder mapping, additional forms and items of information for the defined primary target groups will be developed to be disseminated via the website. The Institute will increase the visibility of the areas and indicators of the BPfA and will disseminate all earlier Presidency reports, reviews and updates carried out internally on other areas of concern, reports prepared by EIGE, fact sheets and easy-to-understand explanations of statistics and data related to the implementation of the Beijing Platform for Action. The development of a special platform to assist the members of the Management Board and the Experts' Forum in exchanging information and views on the activities of the Institute will be finalised.

To support regular dissemination of information and to consolidate the media partnerships at EU and national levels for broader, effective and efficient dissemination of information, consultations with journalists and media experts will be held in 2012. Expansion of the Media Database (established in 2011) will enable EIGE to shape messages, to define target groups and to find functioning communications channels for media that are interested in gender equality in the Member States.

2.5.2 EIGE STAKEHOLDERS AND PARTNERS

Output of the activity: **Partnerships across Europe established**

Following the integration of gender equality, the European Commission's DG Justice and the consequent new cluster of sister agencies involved with it, EIGE intends to expand its networking activities.

Cooperation established in 2010 with the sister agencies¹⁷ will be translated into practical working plans within research, communications and networking, to create synergies and to agree upon joint actions or other cooperation initiatives for the next Mid-term Work Programme.

In order to ensure and further strengthen dialogue and networking in 2012, EIGE will intensify its contacts with all main European stakeholders: the European Commission, in particular, DG Justice, as well as Eurostat in the framework of the Memorandum of Understanding between EIGE and Eurostat¹⁸; the European Parliament; the FEMM Committee and other Committees; other European Agencies; the European Economic and Social Committee; the Committee of the Regions; EU Member States; the European Social Partners; academia and research centres; the European civil society organisations and other relevant international organisations, and national statistics offices.

Specific Stakeholders' Engagement Plans will be put forward in connection with the activities in different focal areas: Beijing Indicators, the Gender Equality Index, Gender Mainstreaming, EIGE's Resource and Documentation Centre.

¹⁷ European Foundation for the Improvement of Living and Working Conditions (Eurofound), European Agency for Safety and Health at Work (EU-OSHA), European Union Agency for Fundamental Rights (FRA) and Centre for Development of Vocational Training (CEDEFOP).

¹⁸ EIGE will associate Eurostat at an early stage on all initiatives with statistical aspects.

Another focus of the work will involve monitoring and updating structures and mechanisms, developed to ensure the accuracy of information in the database created for stakeholders, and making it readily available on the website. With the aim of updating the information gathered on stakeholders during 2010-2011, EIGE will develop and introduce a monitoring system on its Stakeholders' Management Information System (web-based database). This will allow the Institute to identify changes and update information on stakeholders, including names, web addresses of the organisations as well as institutional changes, such as closure or expansion of organisations/departments.

The efforts by EIGE to develop a useful and effective Mid-term Work Programme for 2013-2015, will finalise the broad stakeholder consultation process, which began in the third quarter of 2011. Besides that, the consultations will consider findings from studies commissioned by EIGE, such as the "Second ex-ante evaluation of EIGE focusing on the institutes' specific objectives and operations" and the "Study for Mapping Stakeholders and Actors at European level and Accession Countries in relation to gender equality work: Mapping their interests and needs, as well as those of individual stakeholders."

Output Indicators: events/calendar on the web (Q1); number of communication partnerships at EU and Member State levels (Q1, Q2); consultation meetings with stakeholders (Q1, Q2); e-publications (Q2); Stakeholder's information management system procured (Q3).

Human Resources (2012)

2.5: Awareness-raising, networking and communication

Temporary agents AD	Temporary agents AST	SNE	Contract agents CA	Total	%	Budget Title 1 'STAFF'
3.3	1.55	0.5	1.7	7.05	15.67	454,638

3 SUMMARY OF HUMAN AND FINANCIAL RESOURCES

ACTIVITIES			Budget 2012				
			2.990.000	1,200.000	3,630.000	7.820.000	
	% of staff total	Total staff	TITLE 1 Staff	TITLE 2 Infrastructure	TITLE 3 Operating	Total Budget	Budget %
2.1 Institutional set-up and bodies of the Institute	24.67	11.10	730,676	293,248	71,238 (translations)	1,095,159	14%
2.2 Focal area 1: Comparable and reliable data and indicators on gender equality	25.89	11.65	822,463	330,085	1,281,739	2,434,284	31%
2.3 Focal area 2: Collecting and processing methods and practices for gender equality work	19.67	8.85	560,493	224,947	1,081,739	1,867,179	24%
2.4 Resource and Documentation centre	14.11	6.35	421,988	169,360	559,831	1,151,178	15%
2.5. Awareness-raising, networking and communication	15.67	7.05	454,638	182,463	635,214	1,272,315	16%
	100	45	2,990,000	1,200,000	3,630,000	7,820,000	100%

4 ESTABLISHMENT PLAN: 2012

Function group/grade	Authorised establishment plan 2010	Authorised establishment plan 2011	Requested establishment plan 2012
AD16			
AD15			
AD14			
AD13	1	1	1
AD12			
AD11	1	1	1
AD10	1	1	1
AD9	1	1	1
AD8	3	4	6
AD7	2	3	4
AD6	1	1	1
AD5	8	8	8
TOTAL AD	18	20	23
AST11			
AST10			
AST9			
AST8			
AST7			
AST6	2	2	2
AST5	3	3	3
AST4	2	2	2
AST3			
AST2			
AST1			
TOTAL AST	7	7	7
TOTAL AD/AST	25	27	30

Other staff

Contract agents

Function group	2010	2011	Envisaged 2012
FG IV	2	2	3
FG III	2	2	4
FG II	2	2	2
TOTAL	6	6	9

Seconded National Experts (SNE)

	2010	2011	Envisaged 2012
SNE	3	3	6

5 MONITORING AND EVALUATION

5.1 MONITORING IMPLEMENTATION

As part of the Results-Based Monitoring approach, the Institute will collect and analyse information on further progress in implementing the Mid-term Work Programme 2010-2012. On the grounds of the findings and suggestions of the second Ex-ante evaluation, baseline data will be gathered; indicators and targets will be developed to provide the Management Board and main stakeholders of EIGE with an improved design for future Annual and Mid-term Work Programmes.

The results and suggestions of the Ex-ante-evaluation analysed by the Institute in order to develop indicators to measure the long-term effects (impact) of its work will enable it to prepare properly justified suggestions, so that its future long-term perspectives can be reflected in the next Mid-Term Work Programme 2013-2015.

The Institute's monitoring system will be finalised in 2012 and consolidated in order to be used in managing the Internal Control Standards and developing the procedure for regular reporting.

Furthermore, during 2012, the process of commissioning the Institute's first Mid-term evaluation will enable the Institute and its Management Board to review progress from a medium-term perspective.

5.2 ANNUAL REPORT 2012

By the end of 2012, the second Annual Report and Annual Activity Report presenting the achievements of the year will be prepared and presented to the Management Board and all other relevant stakeholders.

ANNEX 1 STUDIES PLANNED FOR 2012

2.2 Focal Area 1: Comparable and Reliable Data and Indicators on Gender Equality		
2.2.1 Collection of data and statistics of 12 critical areas of BPfA/ Providing Support to the Danish, Cypriot, Irish and Lithuanian Presidencies of the EU Council	Study on review of indicators of selected area of BPfA – Ireland	Q1
	Study on review of indicators of selected area of BPfA – Lithuania	Q2
2.3 Focal Area 2: Collecting and Processing Methods and Practices for Gender Equality Work		
2.3.1 Developing Gender Mainstreaming Tools and Methods	Study to explore good practices for data collection in order to create conditions for hosting a future Observatory on violence against women	Q2
2.3.2 Collecting, Processing and Disseminating Good Practices	Study on good practices, tools and methods related to the selected area of BPfA – Ireland	Q1
	Study on good practices, tools and methods related to the selected area of BPfA – Lithuania	Q2

In the budget, there will be a certain amount dedicated to unforeseen study requests.

ANNEX 2 TENTATIVE PLAN OF OUTPUTS AND ACTIVITIES

DATE OF DOCUMENT: 21/7/2011		THIS GANTT IS ADAPTED CONTINUOUSLY AS EIGE'S PLANNING TAKES SHAPE		2012											
AREA	ADMINISTRATION	TITLE OF THE DOCUMENT	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	
2.1 INSTITUTIONAL SET-UP AND BODIES OF EIGE	Strategic documents	Quarterly reports (preparation & transmission)			QR-1			QR-2			QR-3				
		Annual Report			1st draft	comments from MB	? - TBD		COM			? - TBD		→ AR 2012	
		Annual Activity Report			1st draft		? - TBD		COM			? - TBD		→ AAR 2012	
		Work Programme N+1 (2013)	→		1st draft				COM			? - TBD			
Management Board Meetings			→		Joint Meeting MB & EF / Q1			MB / Q2			MB / ?, Q4				
Experts' Forum meetings			→							EF / ?, Q3		EF / ?, Q4			
Institutional set-up		Establishment Plan	→		AT										
		Implementing Rules to the Staff Regulation						AT					AT		
FOCAL AREA	SUB-AREA	OUTPUT INDICATOR													
2.2 COMPARABLE AND RELIABLE DATA AND INDICATORS ON GENDER EQUALITY	Collection of data and statistics of the 12 critical areas of concern of the BPfA/ Providing support to the DK, CY, IE and LT Presidencies OF THE emu Council; Gender-Based Violence	Study on selected area of BPfA for IE			L Q1								DFR		
		Study on selected area of BPfA for LT						L Q2						→	
		Report for the DK Presidency delivered		FR											
		Report for the CY Presidency delivered									FR				
		Report for the IE Presidency drafted												DFR	
		Meetings of WG Beijing Indicators							EF-WG Beijing			EF-WG Beijing			
		Meetings with the Government of present and upcoming Council Presidencies (IE, DK, CY, LT, GR)			GovM - DK - 2012 / ?, Q1	GovM - GR - 2014 / ?, Q2	GovM - IE - 2013 / ?, Q2	GovM - LT - 2013 / ?, Q2			GovM - CY - 2012 / ?, Q3	GovM - GR - 2014 / ?, Q4	GovM - IE - 2013 / ?, Q4	GovM - LT - 2013 / ?, Q4	
							CM - IE - 2013 / ?, Q2			CM - CY - 2012 / ?, Q3					
		Study on mapping of the current situation and trends of FGM (part 1)	→ 8/2011	IR-1		IR-2	PR	P - FGM available data mapped				IR-3		FR]	
	Consultation Meetings with experts in selected areas by CY and IE			CM / ?, Q1				CM / ?, Q2							
Gender Equality Index		Meetings of WG GEI	→					WG GEI / ?, Q2				WG GEI / ?, Q4	WG GEI / ?, Q4		
		Consultations with international, European and national data source providers and other relevant stakeholders							CM / ?, Q2		CM / ?, Q3 or Q4		CM / ?, Q4		

		International consultation seminar on Measuring Gender Equality in Europe											IC, ? Q4		
		Publication on the GEI	→										P		
FOCAL AREA	SUB-AREA	OUTPUT INDICATOR													
2.3 COLLECTING AND PROCESSING METHODS AND PRACTICES FOR GENDER EQUALITY WORK	Gender Mainstreaming Tools and Methods	Study on good practices for data collection for a future Observatory on violence against women					L Q2							→	
		Studies on good practices, tools and methods in the selected areas of BPfA for IE			L Q1								DFR		
		Studies on good practices, tools and methods in the selected areas of BPfA for LT						L Q2							→
		Studies on selected areas of BPfA for CY	→					FR - Q4							
		Report on Gender Training	→										F		
		Database on gender training and gender trainers, plus updating system	→										F		
	Collecting, Processing and disseminating Good Practices	Inventory of training materials and manuals published	→										P		
		Database of gender mainstreaming tools and methods	→		P								P		
		European network on Gender training	→										AT		
		Experts' meetings on good practices in the BPfA Presidency areas and gender equality and mainstreaming training			? - TBD			? - TBD			? - TBD		? - TBD		
		Publications on methods and tools			P / ? - TBD			P / ? - TBD			P / ? - TBD		P / ? - TBD		
2.4 RESOURCE AND DOCUMENTATION CENTRE	Establishment of a RDC	Increased number of cooperation agreements with research centres, libraries and information centres	→		AT								AT		
		Data and information on two new areas of the BPfA at the RDC available	→										AT		
		Calendar "Women Inspiring Europe - 2013" printed and distributed											P		
		Video presentations of the Women Inspiring Europe 2013 launched			P										
	The European Network on Gender Equality	Network information campaign launched			P										
		IT tools for the electronic network in service									AT		AT		
		System to update and monitor IT platform in place											AT		

FOCAL AREA	SUB-AREA	OUTPUT INDICATOR											
2.5 AWARENESS-RAISING, NETWORKING AND COMMUNICATION	Development of a communication strategy	Events / calendar on the web			P								
		Number of Communication Partnerships at EU and Member State levels			AT			AT					
	EIGE Stakeholders and Partners	Consultation Meetings with Stakeholders			AT			AT					
		E-publications						P					
		Stakeholders' information management system procured								AT			
Open Doors					8		?, Q2				Library / ?, Q3		
Agencies' cooperation, especially FRA, EUROFOUND, EU-OSHA, Cedefop													
Other													
VIP visits													

CODES USED TO INDICATE MEETINGS and OUTPUTS

L	Study Launched
C	Contract Signed
ICM	Inception Meeting
IR	Interim Report
DFR	Draft Final Report
FR	Final Report
QR	Quarterly Report (progress report)
P	Publication of deliverable (articles, studies, report, database, finalisation of a deliverable, establishment of a group or network...)
AT	Action Taken (adoption, approved, reviewed, comments asked and /or received, establishment, etc.)
P	Publication of deliverable (articles, studies, report, database, finalisation of a deliverable, establishment of a group or network, etc.)
F	Finalisation of a deliverable
PR	Peer review
WS	Workshop
Conf.	International Conference
SC	Steering Committee

MB	Management Board Meeting
EF	EIGE's Experts Forum
EF-WG	Experts Forum Working Group on the Gender Equality index
GEI	Experts Forum Working Group on the Beijing PfA
EF-WG Beijing	Experts Forum Working Group on the Beijing PfA
TNM	Thematic Networks Meetings (GBV - Gender Based Violence / Men - Men and Masculinities / GM - Gender Mainstreaming / GS - Gender Stereotyping / JTF - Journalists Task Force / NET - Network on Useful and Effective Networking)
GovM	Meeting with Government Representatives
CM	Consultation Meeting (Int. Organ. / Member States)
? - Qx	Exact Date to be determined in Quarter x
? - TBD	Date to be determined
→ / date	This study was started in 2011
→	This work runs throughout the entire WP 2012

ANNEX 3 SYNERGIES BETWEEN THE WORK WITH THE BPfA AND THE GENDER EQUALITY INDEX

Synergies and coherence between the work with the Beijing indicators and the development of the Gender Equality Index (GEI)

Work with the review of the Beijing indicators at EU level and the development of the Gender Equality Index can be seen as both complementary and different:

- The BPfA is based on a set of qualitative and quantitative indicators and
- The Index monitors gender equality by using composite indicators.

Both indicators reflect the reality of gender equality at EU and Member State levels, but they use different methods for analysing/assessing the situation. Therefore, the processes of carrying out the tasks have different timelines and require different technical capacities and expertise. Nevertheless, the GEI should be seen as an important tool for monitoring the implementation of BPfA in the EU.

The BPfA is a worldwide framework providing relevant background information on gender equality, gender sensitive indicators and data sources, which will be used in the conceptual composition of the Index. The review of the selected areas of concern of the BPfA, including in-depth analysis of available and new data sources, recommendations for improving existing indicators and developing new ones, will make it easier to update the GEI systematically. The conceptual work on building and updating the GEI, in turn, will stimulate discussion and facilitate the improvement of the Beijing indicators and the quality of existing data, as well as opening up possibilities for new data sources.