



THE EUROPEAN COMMUNITY OF PRACTICE ON
GenderMainstreaming



Gender Mainstreaming in the Structural Funds Period 2014 – 2020

How to make Gender Mainstreaming work?

EIGE, Vilnius, November 22nd, 2013

Renate Wielpütz

The Gender-CoP

ESF Management Authorities

Sweden (Coordination, Management), **Austria**, **Belgium** (Flanders), **Belgium** (French speaking Community), **Czech Republic**, **Estonia**, **Finland**, **France**, **Germany**, **Greece**, **Italy**, The Province of Bolzano (**Italy**), **Poland** and **Spain**. Soon also Scotland.

Gender equality support structures within the ESF

Agency for Gender Equality in the ESF (**Germany**), National ESF Women's Institute (**Spain**), Project Support on GM, JÄMT (**Sweden**), VALTAVA Programme, (**Finland**)

Gender Equality and Cohesion policy – 2007 - 2013

- Gender equality model of the EU – the „egalitarian model“ supported by the objective of economic independence (Gender Equality Strategy) and dual Gender Equality approach - not reality in all MS
- Persisting gender inequalities and discrimination before crisis and gendered impacts of the crisis tackled **only** by ESF
- Other (Structural) Funds: few or nearly no GE investments
- Current Funding period – gender equality patchwork approach, no **coherence** from EU to MS to project level
- Cohesion policy 2014+ providing new framework for addressing gender inequalities, discrimination and effects of crisis – main actors for decision making so far: EU COM, Council, EU Parliament

Cohesion policy 2007 – 2013: Gender Equality – a dual patchwork approach

CoP baseline study/EU COM evaluation findings:

- Dual approach **not coherently** integrated into Structural Funds systems, procedures and thematic priorities on EU and MS level
- **ESF**: Gender Mainstreaming (GM) often only on programming (OP) level, less specific actions/less money spent on specific actions
- MS relying on GM more than before, some MS even consider GE only as a horizontal principle; budgets for GM implementation not visible (except for support structures on Gender Equality)
- Commitment of Managing Authorities for Gender Equality has increased, but no common understanding and competences to coherently analyse, implement, monitor and evaluate from a gender perspective
- Expertise ranging from internal and external support structures on GE (only some MS) to short staff gender training or no support at all; partners/members of Monitoring Committees lack competences/interest on GE in the Structural Funds

Cohesion policy 2007 – 2013 – Gender Equality patchwork

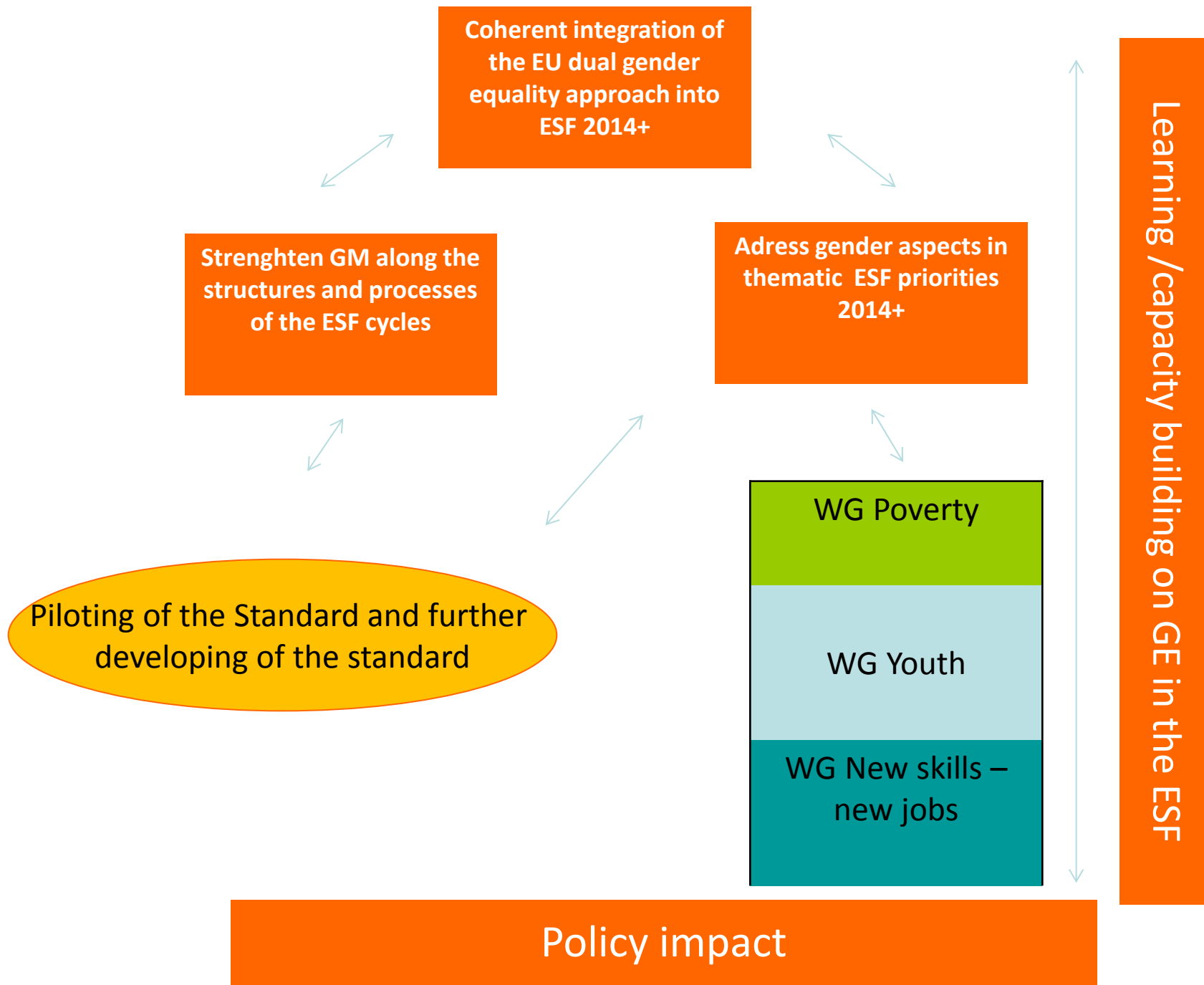
Thematic GE/ESF priorities addressed by specific actions:

- Increasing women`s participation in the labour market (quantitatively – increasing employment rate = **head counting**)
- **Economical independence:** lip service in most OPs
- Strong focus on reconciliation policies in the MS following the „male bred winner model“ (or a „modified“ male bred winner model)
- Only few MS focusing on horizontal and vertical segregation, pay gap, precarious jobs, unemployment and labour market inactivity
- Most MS addressing only the „supply side“ (e.g. empowering women, girls or boys), ignoring the „demand side“ (systems and structures of labour market, social systems or company cultures)
- Need to deal with the economic crisis has shifted attention and money away from GE objectives towards more „general“ active labour market policies and/or male dominated sectors to challenge growing unemployment or short-time work (in some MS)

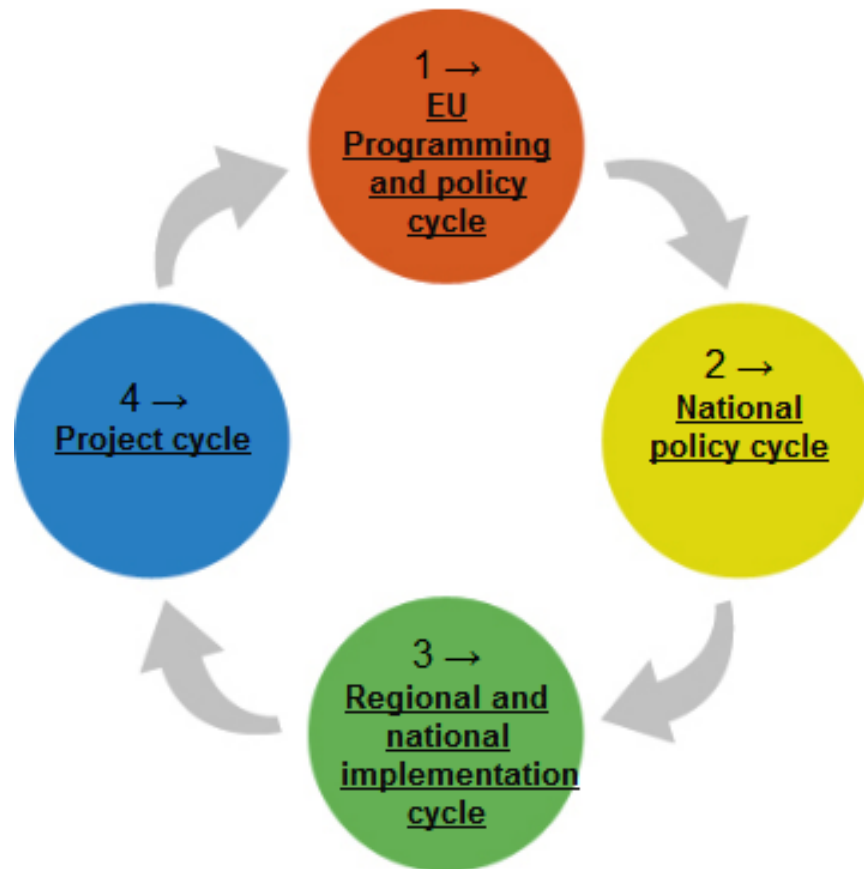
Cohesion policy 2007 – 2013 – Gender Equality patchwork

Structures/procedures and thematic priorities addressed by Gender Mainstreaming:

- Most MS (on OP level)
- Most MS implementing GM only in selected aspects of structures/procedures (e.g. project selection criteria)
- Few MS integrating GM in thematic areas like early school leaving, youth unemployment and professional orientation programmes, entrepreneurship, in-company training, organization and personnel development of SMEs, the care economy or social inclusion/tackling poverty
- Gender Budgeting approach only in two MS
- Gender Equality support structures only in few MS – but only on selected issues of the ESF cycles



ESF – 4 cycles



Main activities of the Gender CoP

- Development and Piloting of a Standard on Gender Equality on the EU, national and project cycles of ESF
- Gendering ESF priorities/flagship issues (CoP WGs)
- Joint learning on GE and further developing GE Standard
- Gender Equality capacity building for CoP members and beyond
- Policy impact
- Distribution and Sustainability

Policy impact

- Policy messages and position papers
- Cooperation with key actors and multipliers on EU and MS level
- Information and capacity building for decision makers and key actors in all ESF cycles (based on the STANDARD)
- Policy events, participation in conferences, bodies/committees

Seven conferences on focus areas

- Gender Pay Gap (Ministry of Social Affairs, Estonia)
- New funding period of the Structural Funds (ESF MA, Flanders)
- Support Structures on GM/ESF (ESF Support Structure, Sweden)
- Evaluation (Ministry of Employment and the Economy, Finland)
- Gendering the Flagships (European Commission, DG Employment)
- Gender Budgeting (Ministry of Employment and Social Affairs, Germany)

Find documentation on www.gendercop.com/activities

Standard: Beta version ("sharp" version in the end of 2013)

European Standard
on Gender Mainstreaming in the ESF

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BETA-version: Sharp version in April, 2013



This beta-version has been produced through the work of [the European Gender Mainstreaming Community of Practice \(GenderCoP\)](#) and by its [members](#) in the period 2009-2012.

The purpose of the Standard is to provide clear guidelines on how to "do" gender mainstreaming in all levels within the European Social Fund (ESF), from policy to project level as well as in planning, programming, implementing to monitoring and evaluation.

Its recommendations are based on the experience and learning of its members. It can be used both as a guide to implementation of gender mainstreaming within the ESF and as a tool to assess and monitor existing practices. All examples and good practices have been selected by the members and come from real experience with gender mainstreaming in the ESF across Europe.

Please note that this Standard is a BETA-version and will be launched in a

Getting started here:

[Read about the standard »](#)
[Read about making it work »](#)



1 → EU Programming and policy cycle

2 → National policy cycle

3 → Regional and national implementation cycle

4 → Project cycle

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Gender Equality and Cohesion Policy 2014 - 2020

- Gender equality = core objective of the EU and a fundamental principle to be mainstreamed in all policies
- Gender equality = formulated in the Council's European Pact for Gender Equality (2011 – 2020) and the Commission Strategy for Equality between Women and Men 2010 – 2015
- Structural Funds 2014+ = main sources for cohesion policy and support of Europe 2020 Strategy
- Pact on Gender Equality at eye level with Europe 2020 Strategy (Council) !
- Pact emphasising close link to European Gender Equality Strategy (2010 – 2015), 2020 Strategy and Cohesion Policy

Lessons learnt for Funding Period 2014+ ?

Integration of GE into analysis, strategy, programming, implementation

- Cohesion Report
- Europe 2020 Strategy and flagships
- Integrated and employment guidelines
- Common Provisions Regulation
- Fund specific Regulations
- Common Strategic Framework for Partnership Agreements
- Partnership Agreements (between MS and EU COM)
- Guidelines and country specific position papers of the EU KOM for Partnership Agreements and Operational Programmes
- Operational Programmes of the MS

Lessons learnt for Funding Period 2014+ ?

Article 7 (Gender Equality/Non-Discrimination) of Common Provisions Regulation

“The Member States and the Commission shall ensure that equality between men and women and the integration of gender perspective **are taken into account and promoted throughout the preparation and implementation, *in relation to monitoring, reporting and evaluation of programmes.***“

- Gender equality and non discrimination (different horizontal principles) apply to all ESI Funds (not only to the ESF) – MS need to make use of all Funds to tackle gender gaps and must specify the contribution of all ESI Funds to GE/the dual approach
- EU Commission needs to make dual approach addressing gender inequalities a top priority of the negotiations with the MS on Partnership Contracts and Operational Programmes
- and needs to make sure that country specific recommendations on gender equality are followed by MS and regions

Lessons learnt for Funding Period 2014+ ?

ESF - Article 7 - Promotion of equality between men and women

The Member States and the Commission shall promote equality between men and women through mainstreaming as referred to in Article 7 of Regulation (EU) No [CPR] **throughout the preparation, implementation, monitoring and evaluation of the programmes. Through the ESF, they shall also support specific targeted actions** within **any of the investment priorities** as referred to in **Article 3, and in particular Article 3 (1)(a)(iv), with the aim of increasing the sustainable participation and progress of women in employment, thus combating the feminisation of poverty, reducing gender-based segregation and combating gender stereotypes in the labour market and in education and training, promoting reconciliation of work and personal life for all and equal sharing of care responsibilities between men and women.**

Lessons learnt for Funding Period 2014+ ?

ESF Regulation, Art. 8, Non Discrimination and equal opportunities for all

*“The Member States and the Commission shall promote **equal opportunities for all, without discrimination** based on sex, racial or ethnic origin, Religion or belief, disability, age or sexual orientation through **mainstreaming the principle of non-discrimination**, as referred to in Article 7 of Regulation (EU) No [CPR]. Through the ESF, they shall also support **specific actions** within any of the investment priorities as defined in Article 3, and in particular Article 3(1) (c)b1(iii). Such actions shall aim to combat discrimination for all as well as to improve **accessibility** for persons with disabilities, with a view to improve their integration into employment, education and training, thereby enhancing their social inclusion, reducing inequalities in terms educational attainment and health status and facilitating the transition from institutional to community-based care in particular for those who face multiple Discrimination.”*

Lessons learnt for Funding Period 2014+ ?

EP broadened ESF target groups and areas of intervention

- refugees and asylum seekers
- children
- people of all age groups hit by social exclusion and poverty
- actors of the social economy
- social inclusion: new priority to fight child and old age poverty

Partnership principle

- (a) competent urban and other public authorities;
- (b) economic and social partners; and
- (c) ***relevant bodies representing civil society, including environmental partners, non-governmental organisations, and bodies responsible for promoting social inclusion, gender equality and non-discrimination***

Thank you very much!
Questions or comments?

Renate Wielpütz

www.gendercop.eu

www.esf-gleichstellung.de

renate@gendercop.eu