



2013-2015 Mid-Term Work Programme

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ACRONYMS

ATGENDER	European Association for Gender Research, Education and Documentation
BPfA	Beijing Platform for Action
Cedefop	European Centre for the Development of Vocational Training
CoE	Council of Europe
EC	European Commission
ECA	European Court of Auditors
ECLAS	European Commission Libraries Catalogue
ECPR	European Consortium for Political Research
EF	Experts' Forum
EFSA	European Food Safety Authority
EMPL	Directorate General for Employment, Social Affairs and Inclusion
EP	European Parliament
ETF	European Training Foundation
EU-OSHA	European Agency for Safety and Health at Work
EuroVoc	Multilingual Thesaurus of the European Union
EWL	European Women's Lobby
Equinet	European Network of Equality Bodies
EUROFOUND	European Foundation for the Improvement of Living and Working Conditions
FEMM	European Parliament Committee on Women's Rights and Gender Equality
FRA	European Union Agency for Fundamental Rights
GBV	Gender-Based Violence
GEI	Gender Equality Index
GIA	Gender Impact Assessment
GM	Gender Mainstreaming
HLG	High-Level Group on Gender Mainstreaming
ICS	Internal Control Standards
ILO	International Labour Organisation
IPA	Instrument for Pre-Accession Assistance
JTN	Journalists Thematic Network
LMS	Library Management System
MB	Management Board
MTGP	Methods, Tools and Good Practices
MS	European Union Member State
OECD	Organisation for Economic Cooperation and Development
OLAF	European Commission Anti-Fraud Office
RDC	Resource and Documentation Centre of EIGE
SIS	Statistical Information System (relational database underpinning EIGE's Gender Equality Index)
SNE	Seconded National Expert
UNECE	United Nations Economic Commission for Europe
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UN-Women	United Nations Entity for Gender Equality and the Empowerment of Women
WHO	World Health Organisation
WAVE	Women against Violence Europe
WG	Working Group
WIE	Women Inspiring Europe (calendar)
WINE	Women Information Network Europe
WP	Work Programme

*'I believe in a Europe that gives every man and woman the freedom and security to develop their potential to the full, free from discrimination.'*¹ — José Manuel Barroso

INTRODUCTION

The European Institute for Gender Equality (EIGE) was established in line with the above statement by Commission President José Manuel Barroso, after a need for coherent gender equality policies in the EU was identified. It acts as a knowledge centre, supporting 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.

EIGE's first Mid-Term Work Programme (2010-2012) focused on creating an administrative structure that would support the agency in its role as a specialised, solid and reliable European knowledge centre on gender equality issues.

EIGE has developed its capacity for reliable advice and expertise on effective methods, policies and best practices in achieving gender equality. It has also set up the basic mechanisms to collect and provide unified and comparable data, to transfer this knowledge across Member States and to establish an institutional memory of policy options, good practices, methods and tools.

The second Mid-Term Work Programme (2013-2015) will strengthen EIGE's role as support for Member States in promoting gender equality by increasing cooperation with institutions and bodies, sharing information about effective national policies, and broadening the circle of beneficiaries of EIGE's work. EIGE offers stakeholders, partners and the wider public a centralised collection of resources, grey literature on gender equality and an online platform for debate and knowledge-sharing. The goal is to achieve better informed policy-making, to facilitate debates and to raise awareness of the opportunities and challenges that gender equality brings.

The legal and policy context of gender equality work

EIGE's legal and political framework is defined by the EU's firm conviction that equality between women and men is not only a fundamental right, but is vital for the solidarity and development of our societies, in particular in light of current demographic and economic challenges. Gender equality is enshrined in a number of core documents, including the Europe 2020 policy framework and the European Commission's Strategy for equality

¹ J.M. Barroso, Political Guidelines for the next European Commission, 2009.

between women and men 2010-2015, and in the EU's international commitments, such as its adherence to the Beijing Platform for Action.²

Specifically, the context of gender equality policy is set by the:

- *Roadmap for equality between women and men (2006-2010)*
- *European Commission's Strategy for equality between women and men 2010-2015*
- *European Pact for Gender Equality 2011-2020*
- *Council Conclusions and European Parliament Resolutions on gender equality issues, specifically the policy documents dealing with violence against women*³
- *European Parliament Report on reducing health inequalities in the EU*⁴.

As set out in the Regulation establishing EIGE,⁵ the Institute must carry out its tasks within the competencies of the EU, in line with adopted objectives and priority areas identified in its annual programme. The Commission's evaluation of decentralised agencies⁶ defined the Institute's main task as 'providing information', i.e. analysing and disseminating objective, reliable and easy-to-understand information/networking. As for other tasks, the Institute is considered an 'upstream' agency, which means that it explores future policy issues, carries out research, collects and harmonises data and disseminates information that feeds into EU policy-making. A European Parliament study⁷ categorised EIGE's tasks as new, meaning ones that were not previously carried out by the European Commission or the Member States.

Research carried out in Europe and other countries on the recent financial crisis identified clear signs of differential impacts on women and men. The impact of the crisis raised concern about the full respect of the principle of equality between women and men enshrined in article 3 of the Treaty on the European Union. Recent public sector reforms

² In 1998, a decision was taken that the Council of the EU would be responsible for providing information about the progress of Member States on gender equality in the critical areas of concern as defined by the Beijing Platform for Action, as well as for reviewing and evaluating this progress.

³ Council Conclusions on the eradication of violence against women include the following: (i) Council Conclusions (8 March 2010, Employment and Social Policy Council meeting); (ii) Council Conclusions from the General Affairs Council (26 April 2010) on improving prevention to tackle violence against women and care to its victims within the scope of law enforcement. In addition, the European Parliament adopted two resolutions in this area in 2009: (i) The elimination of violence against women (P7_TA (2009)0098); (ii) Combating female genital mutilation in the EU (P6_TA(2009)0161).

⁴ (2010/2089(INI), <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+REPORT+A7-2011-0032+0+DOC+PDF+V0//EN>

⁵ 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,

<http://www.europarl.europa.eu/sides/getDoc.do?type=REPORT&reference=A7-2011-0032&language=EN>

⁶ Meta-study on decentralised agencies: cross-cutting analysis of evaluation findings. Final report, 2008. Study carried out by Eureval.

⁷ EP (2007) Agencies: origin of tasks, local conditions and staffing.

carried out in many Member States resulted in public spending cuts, including cuts in budgets for policies directly or indirectly promoting gender equality⁸. This put a strain on the gender equality infrastructure including national gender-equality bodies and placed the value of equality between women and men on the periphery of recent developments. As gender has implications across policy fields, it is important that institutions concerned can recommend different policy implementation options and thus make implementing gender mainstreaming strategies more effective.

Europe 2020, The European Union's long-term strategy for smart, sustainable and inclusive growth, has a huge impact for gender equality. Reaching the headline target of 75% employment rate of the population aged 20-64 is challenged by significant difference in employment rates (at present, 13% lower for women) and narrowed possibilities to reconcile family and career life (cut or frozen child benefits, paternity benefits). Reductions in public expenditure on benefits in some Member States in relation to care work are not only re-enforcing the tendency to transfer care work back to households, and more directly to women, but are also hindering the participation of women in the labour market.

In order to track the gender aspect of achieving the Europe 2020 headline targets, EIGE's Gender Equality Index will provide data relating to employment, poverty and education. It will identify any gender gaps in those areas and will monitor progress. Research on employment will be supported by a review of how the EU's BPfA commitments in the area of Women and the Economy are being implemented (for the Greek Presidency of the EU Council in 2014), with particular focus on women's economic independence.

In order to enhance synergies with work carried out in the framework of other research projects and to avoid duplication, EIGE will consider in its work reports and research initiated under the EU Research Framework Programmes (Horizon 2020 for the period 2014-2020). Where relevant, EIGE will take stock of research results and will use the findings or conclusions of relevant projects in its work. The institute will make efforts to disseminate such research and findings to the key stakeholders.

The **European Commission's** Strategy for equality between women and men 2010-2015, which provides the political context for the Institute's activities, defined four key tasks for EIGE:

- Setting up a documentation centre accessible to the public with statistics, data and information, functioning models and approaches to gender mainstreaming (2012);

⁸ The impact of the economic crisis on the situation of women and men and on gender equality policies; synthesis report prepared for the European Commission, 2012. Study carried out by Fondazione Giacomo Brodolini (FGB) in partnership with Istituto per la Ricerca Sociale (IRS)
The price of austerity - The impact on women's rights and gender equality in Europe, European Women's Lobby, October 2012

- Providing support for the development of mainstreaming tools and methods (2011 – 2015);
- Developing a gender equality index (2012); and
- Establishing a virtual European Network on Gender Equality (2012).

The Institute will also take part in implementing other areas of the Strategy in the following ways.

- It will contribute with new data and indicators in the areas of media and the environment to the Commission's database on **women and men in decision-making**;
- It will publish a report on Women and the Economy for the Greek Presidency (in 2014)
- It will contribute to the work on **Violence against women** by its report for the Cypriot presidency⁹ and other studies.
- It will publish a report for the Lithuanian Presidency (2013) to cover the institutional mechanisms for the advancement of women and provide insights into the differential impact of the economic crisis. The **gender pay gap** is one of the issues tackled by EIGE's Gender Equality Index.

EIGE will also support the **external relations** part of the Strategy by helping pre-accession countries (IPA) prepare to contribute to the work of the agency.

In 2010, **the European Parliament** presented its priorities and urged EIGE to develop strategies and tools for gender mainstreaming, particularly in the areas of gender impact assessment and gender budgeting. It also encouraged the Institute to promote the exchange of knowledge between Member States in all fields addressed in the Beijing Platform for Action (BPfA).¹⁰ In response, the Institute offers Member States access to methods and tools for gender mainstreaming, in particular on gender training and gender impact assessment, and facilitates the exchange of good practices in several areas of the BPfA.

In December 2008, the **Council of the European Union** invited the European Commission and the Member States to carry out a general review of all the critical areas of concern

⁹ 'Report: Review of the Implementation of the Beijing Platform for Action in the area of Women and the Economy'; 'Reconciliation of Work and Family Life as a Condition of Equal Participation in the Labour Market: Main findings'; '[Gender equality and climate change: Main findings](#)'. All these documents can be consulted and downloaded from EIGE's website.

¹⁰ European Parliament resolution on *Beijing +15 — UN Platform for Action for Gender Equality*, <http://www.europarl.europa.eu/sides/getDoc.do?type=MOTION&reference=B7-2010-0118&language=EN>.

identified in the BPfA. In their conclusions, **the Council and the Parliament** underlined the role of EIGE in carrying out regular reviews of how the BPfA strategic goals were being achieved. EIGE's reports for the Presidencies of the Council of the EU on the implementation of the BPfA in the EU help identify the major challenges for the future. The Council of the EU acknowledged that gender equality is vital to economic growth, prosperity and competitiveness and reiterated its commitment to achieving the EU's gender equality goals by adopting the European Pact for Gender Equality (2011-2020)¹¹. The pact outlines several measures that would reinforce EIGE's work, such as gender mainstreaming and the need to further develop statistics and indicators disaggregated by sex.

Progress achieved in the first years

In June 2010, EIGE was granted administrative independence. The first Mid-Term Work Programme (2010-2012) focused on setting up the organisation and on creating the necessary conditions for its independent administrative and financial functioning. During this time, EIGE's visual identity was established, its mission and vision were developed, and its structure was shaped to start delivering first results.

In the area of research and gender-sensitive data, the Institute established a methodological framework for the assessment of progress in the implementation of the Beijing Platform for Action in the EU. This framework serves as a basis for overview of policies, data collection and analysis, review of existent indicators or development of new indicators, when relevant, and preparing reports and recommendations on the areas of concern of BPfA selected by the Presidencies of the EU Council. The Institute also established a solid and reliable database on Beijing indicators ('Women and Men in the EU: Facts and Figures'), which¹² offers decision-makers a coherent and unified system of gender-sensitive data and metadata and other useful resources in all areas of BPfA. Three reports produced for the Presidencies of the Council of the EU marked the start of work on reviewing gender equality progress in the EU, following the goals set out in the Beijing Platform for Action and Beijing Indicators endorsed by the Council. This review was gradually expanded to include a collection of good practices and functioning gender mainstreaming tools and methods within the selected area of concern of the BPfA.

By the end of the Mid-term Work Programme 2010-2012, the Institute had finalised the development of the Gender Equality Index and compiled a comprehensive database on gender training, one of the most essential tools for **gender mainstreaming**. Since June 2010, it has worked on developing its Resource & Documentation Centre (RDC), a platform and source of information that **raises public awareness** of how gender policies are

¹¹ Council conclusions on the European Pact for Gender Equality for the period 2011-2020. (http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lisa/119628.pdf).

¹² This is EIGE's work on the BPfA indicators. More concrete information on how EIGE works with these can be found in EIGE's Annual Activity Reports and Annual Reports.

advancing and what challenges exist. It also started collecting materials, books, grey literature, policy and research documents. During 2012, it conducted the first series of tests on the core functionalities of the European Network on Gender Equality.

STRATEGIC PRIORITIES 2013-2015

With the work structures and organisation in place, the second Mid-term Work Programme (2013-2015) will focus on building **partnerships** with all organisations that can help EIGE to fulfil its mission as the future centre of expertise on gender equality. The objectives to be achieved through these partnerships will be described in this document and in EIGE's Annual Work Programmes.

In accordance with its mandate, the Institute will focus on the following strategic priorities.

Support better informed decision-making by

- developing reliable and comparable data (Gender Equality Index, database on Beijing Indicators), in cooperation with the other European institutions (in particular Eurostat and Eurofound);
- providing reliable information and data on gender-based violence and identifying existing gaps;
- providing access to a processed and validated database of tools, methods and good practices for gender mainstreaming;
- developing an analytical tool that identifies the benefits of gender equality, to present to decision-makers and policy-implementers.

Contribute to awareness-raising and facilitate the debate on effective policy implementation by

- establishing an institutional memory on selected policies and functioning implementation approaches, through EIGE's RDC;
- facilitating the exchange of knowledge and efficient use of existing resources through online debates and other events.

Impact level objectives and European added value

During the 2013-2015 period, the Institute will contribute to improving gender equality by collecting, processing, producing and disseminating to key stakeholders the data, statistics, tools, methods and good practices needed for effective gender equality work.

To **support better informed policy-making** at EU and Member State level, the Institute will:

- provide specialised and reliable expertise and advice on gender equality;

- develop unified and comparable information, data and indicators at European level that would make it easier to analyse and identify data gaps, and
- develop methodological standards to address them.

To help decision-makers, EIGE will develop a harmonised and centralised source of reliable and comparable data and statistics on gender equality. It will collect these data and statistics to review indicators in all areas of the BPfA and to produce and then update the Gender Equality Index, including data and information on gender-based violence (GBV). The data sets will be regularly updated and supplemented with information on new or revised indicators covering EU Member States. Following Croatia's accession in July 2013, EIGE will collect, process and integrate Croatia's data into the Beijing Indicators in all areas of the BPfA.

To help improve the implementation of gender equality policies, EIGE will process and gradually make available a database on effective tools, methods and good practices used for gender mainstreaming at EU and Member State level.

To do this, it will work with institutions such as the FRA, EUROSTAT, national statistics offices and other international and civil society organisations. It will continue to use and develop the mechanisms it put in place during the first Mid-Term Work Programme.

To feed into the debate on the benefits of gender equality in Europe from 2013 onwards, EIGE will start collecting and analysing information on the economic and social benefits of using human capital to its full potential and the impact on individuals, institutions and society. The identified benefits will complement the core activities of the Institute and contribute to democracy, poverty reduction, economic participation, education, health, political participation, innovation, economic growth and competitiveness.

To increase decision-makers' and public awareness of progress made and challenges faced in implementing European gender equality policies, EIGE will build or strengthen partnerships with key stakeholders.

It will also widely disseminate the results of its work by establishing a Resource and Documentation Centre. The RDC will serve as an institutional memory of alternative policy options, good practices and methods and tools for implementing effective gender equality measures. It will also establish a solid baseline for the future monitoring of progress, share knowledge across Member States and increase cooperation and networking in support of gender equality.

To make this happen, EIGE will encourage Member States, pre-accession countries and other actors to share their experience of successful approaches, tools and methods related to gender equality work.

It will regularly communicate on gender equality research and disseminate facts and findings related to progress on gender equality (or lack thereof) at EU and national levels.

Aside from regular contact with key stakeholders (the European Commission, European Parliament and the Member States), it will engage in virtual networking on the challenges of equality between women and men with accession countries; national statistics offices; EU agencies; the European Economic and Social Committee; the Committee of the Regions; European social partners; research and information centres; European civil society organisations; and women's and men's organisations promoting gender equality.

1. SUPPORTING BETTER INFORMED POLICY-MAKING AT EU AND MEMBER STATE LEVELS

Impact indicators:

EIGE research or reports and data used by the EU and Member States to support policy development; new indicators approved by the Council; policies developed at European and national levels, underpinned by evidence provided by EIGE, and their impact on gender equality; number of Presidency documents that use and cite EIGE's reports in selected areas of the BPfA and number of EU or Member State documents that use or cite the Gender Equality Index; policies underpinned by an evidence-based gender dimension using the GEI (or its domains¹³); policy implementation initiatives and/or changes therein resulting from EIGE's work on gender mainstreaming; reference to identified good practices, tools and methods; reference to EIGE's findings on the benefits of gender equality.

1.1 COMPARABLE AND RELIABLE DATA AND INDICATORS ON GENDER EQUALITY

Expected outcome (2013-2015): EIGE established as a reliable source of information and data on gender equality in the European Union

To coordinate, centralise and disseminate research data and statistics on gender equality in Europe, EIGE will develop and make available to stakeholders a centralised **database of gender statistics**. The database will be based primarily on reliable and comparable EU-level sex-disaggregated data, collected and processed by the Institute to review how the BPfA is being implemented and how the Gender Equality Index is progressing. The Institute will pay particular attention to collecting and centralising already available data and statistics on gender-based violence. It will also follow up on the Beijing indicators developed by Presidencies since 1999 (Beijing +20).

The database will also contain non-comparable national, regional or municipal data, which will add value for different user groups. In addition, it will provide various tools with which

¹³ The data on which the GEI is based establish a baseline for gender equality in the areas (dimensions) measured.

users can extract data, present them in various formats (e.g. tables, graphs) and analyse them.

1.1.1 COLLECTION OF DATA AND STATISTICS IN THE 12 CRITICAL AREAS OF CONCERN OF THE BPfA/PROVIDING SUPPORT TO THE PRESIDENCIES OF THE EU COUNCIL

In compliance with the tasks defined by the European Commission and the Council, EIGE will continue supporting the Presidencies of the EU Council by providing technical follow-up on indicators in the selected critical areas of concern of the BPfA, as well as reports and recommendations on promoting gender equality and improving data availability and comparability at EU level. In order to offer a useful tool for informed policy-making and to identify progress in gender equality and data gaps at EU level, it will regularly expand and update the 'Women and Men in the EU: Facts and Figures' database on Beijing Indicators, developed in 2012. It will gradually integrate this data on the Beijing Indicators into its broader database on gender statistics. To contribute to the European Pact for Gender Equality objectives on better gender statistics at EU and Member State levels, it will work with the main data providers to close data gaps relating to gender inequality.

SUPPORT FOR EU COUNCIL PRESIDENCIES

In cooperation with the forthcoming EU Presidencies, the Commission and EIGE's Working Group on the Beijing Indicators, in a report for each Presidency the Institute will review the selected critical areas of concern of the BPfA and make recommendations on how to update and improve the current indicators. Over the 2013-2015 period, it will provide technical support to the following Presidencies: Ireland (January-June 2013) — Women and the Media; Lithuania (July-December 2013) — Institutional Mechanisms for the Advancement of Women; Greece (January-June 2014) — Women and the Economy; Italy (July-December 2014) — Beijing +20; Latvia (January-June 2015); Luxembourg (July-December 2015). To complement this work, it will collect, process and present good practices used by Member States to implement policies in the selected critical areas of concern.

PROMOTION AND VISIBILITY OF THE CRITICAL AREAS OF CONCERN OF THE BPfA

As planned in the Communication Strategy (approved in 2012), EIGE will aim to create interest in gender statistics among various users and encourage the practical application of information on the Beijing Indicators and other sex-disaggregated data. It will disseminate its reports prepared for the Presidencies, as well as main findings and fact sheets (on the web and in print), during events such as conferences, seminars and workshops organised by the Presidencies, the EU and the Member States. It will disseminate up-to-date information on all BPfA areas of concern through its Resource and Documentation Centre and via social media.

1.1.2 GENDER EQUALITY INDEX

The Gender Equality Index is an assessment tool for analysing gender equality gaps over time and geographically. It raises awareness of the situation of women and men in Member States, both in general and in selected areas (domains) of gender equality. It helps evaluate how effective implemented measures and policies are and provides a forum for debate and for promoting policy and research. EIGE will identify current data gaps in Member States' statistical sources and present them to the European Commission and Member States. This will raise awareness of the pressing need to address the lack of gender statistics in some of the critical areas of gender equality.

EIGE plans to launch and update the Index during the second mid-term period. In 2013, it will organise a major event to present a report on the newly developed Gender Equality Index. This report will contain country profiles with details of the gender equality situation in each domain within the context of the key indicators, main legal developments and policy measures relating to gender equality. EIGE will present the Index and a number of other publications to key stakeholders during other conferences and seminars.

It will update the Index every two years, with the first update planned for 2014. While it would be possible to compute the Index annually by extrapolating figures, this is not recommended as it would involve retroactively changing every other index. This would undermine the tool's credibility and its usefulness for decision-makers. EIGE will link the area of gender-based violence and attitudes/stereotypes to the core index (it is currently a satellite domain).

It will expand and update its database on gender statistics throughout the mid-term period. It will give special attention to incorporating statistics and data on gender-based violence, by collecting and centralising available data or statistics in this area (from Eurostat, FRA, UNECE, ILO, Eurofound, etc.) in one database and making them publicly available in 2014. This database will also include a section on the Beijing Indicators and data processed within the BPfA reports.

In 2014, EIGE will put together a training package on the benefits and potential of the Index and the database on gender statistics. The package will explain what the Index is and how it should be used and interpreted. It will include a guide on how to organise, store and display data in a uniform way, making it easier to share data. The guide will also explain how to search the database and generate tables, graphs and maps to support evidence-based planning and results-focused monitoring.

1.1.3 GENDER-BASED VIOLENCE

Combating GBV is a priority in the EU and it has to be supported by solid data and information. Some data exist but do not give a global picture of GBV at EU level, as they cover only a few Member States and even those only partially. At present, geographical and thematic areas alike are insufficiently covered and are not harmonised at EU level. EIGE will support the EU by further developing quantitative and qualitative comparable data on GBV.

It will centralise and regularly update the available data and statistics on GBV and make them available on its website. It will also map and assess sources of administrative data in the Member States and Croatia, as well as data sources available from international organisations. On that basis, it will develop a proposal on helping the Member States and EU institutions to better measure gender-based violence with statistical data and information.

It will continue to work closely with all data providers concerned, especially Eurostat, FRA and Eurofound, to improve the quality and comparability of EU data on GBV, It will also work with UN Women and the Council of Europe on developing indicator(s) and methodological guidelines for implementing them.

To define the current data gaps, it will summarise the lessons learned from published reports and studies and will present and discuss the findings with the Member States, the Commission and other stakeholders at a conference on gender-based violence in 2013. The conference will take stock of the results of all studies and discuss recommendations on how to improve data collection at national and EU levels. This discussion will serve as groundwork for developing a long-term framework for and definition of EIGE's role in GBV.

Outcome indicators:

Information (quantitative and qualitative) and data in the areas researched by EIGE, centralised and made publicly available through its RDC (2013-2014); dissemination of information on GBV (2013-2015) processed by EIGE; identified data gaps (2013); better data on GBV at national and EU levels (2015); long-term work plan on GBV developed to support the work of the EU (2015).

Partnerships within the area of Comparable and Reliable Data and Indicators on Gender Equality

To develop ways of improving the objectivity, comparability and reliability of gender statistics at European level, EIGE will strengthen existing partnerships and establish new ones with various **data providers** and stakeholders: national and independent equality

bodies; national statistics offices¹⁴; EU bodies and institutions (Eurostat, DG Home, DG Justice, Joint Research Centre); European agencies (FRA, Eurofound, OSHA); international institutions (CoE, OECD, UNECE, ILO, UNESCO, UN Women, WHO); civil society organisations (EWL, WAVE); social partners; research networks (ATGENDER, ECPR, etc.); independent experts; and EIGE's thematic networks. It will work with data providers to close current data gaps, will support the process of harmonising gender statistics in the EU and will help disseminate gender-sensitive indicators and statistics among various stakeholder groups.

Outcome indicators:

Regularly updated data on implementing the BPfA in the EU; new gender equality indicators developed in the framework of the BPfA; launch of the Gender Equality Index and its regular updating (every two years); publicly available updated and expanded database on gender statistics; strategy on tackling gender-equality-related data gaps at EU level (by 2015); strengthened cooperation with data providers (EUROFOUND, FRA, OECD, UNECE, ILO, UNESCO and social partners).

1.2 IMPLEMENTING GENDER EQUALITY AND GENDER MAINSTREAMING

Expected outcome (2013-2015): Effective gender equality and mainstreaming methods, tools and good practices available to support policy-making and implementation

To support better informed policy-making at EU and Member State levels, EIGE will develop expertise on gender equality and gender mainstreaming. Over the 2013-2015 period, it will collect, process and disseminate information on methods and tools applied in the Member States, including information on gender training and gender impact assessment. While reinforcing the position of gender mainstreaming in all aspects of policy, the Institute will look at the benefits of gender equality in selected areas.

1.2.1 METHODS, TOOLS AND GOOD PRACTICES TO SUPPORT POLICY IMPLEMENTATION

The ex-ante evaluation indicates that 'the development of tools and methods in relation to gender mainstreaming is an important area where EIGE's contribution appears to be necessary. The extent of gender mainstreaming activities varies significantly between organisations participating in this study and across Member States. Over time, progress in all Member States is patchy.'¹⁵

¹⁴ The partnerships with national statistics offices will not relate to statistics covered by the annual statistical work programmes of the European Commission.

¹⁵ Second Ex-Ante Evaluation of EIGE focusing on the Institute's specific objectives and operations: Final report, p. 10. Study carried out by GHK in association with Fondazione Giacomo Brodolini, 2011.

EIGE will collect and process information on gender training as a tool for gender mainstreaming, including information on gender training resources across the EU. It will combine it with the results of an in-depth study to develop targeted capacity-building products. It will support peer learning, capacity building and cooperation among policy-makers, institutions commissioning training, gender training professionals and researchers. During events such as conferences, seminars and workshops, it will present reports on the use and effectiveness of gender training.

During the second Mid-Term Work Programme, EIGE's work on gender training will move on from processing one gender-mainstreaming tool to being the basis for systematic capacity building in terms of gender equality. This will be achieved through providing tailored advice and access to training materials, manuals and capacity-building initiatives, and by providing new evidence, packaging reports and information in ways that can be used for capacity-building projects.

The need for a follow-up of gender mainstreaming tools like Gender Impact Assessment (GIA) was highlighted during a review of indicators for Institutional mechanisms, including gender mainstreaming (carried out by the Finnish presidency in 2006). Over the 2013-2015 period, EIGE will map out the extent to which GIA is used as a gender-mainstreaming tool in the EU and identify good examples of its implementation in (a) selected policy area(s). It will also present good practice guidelines that can add value to the Commission's impact assessment guidelines. These will focus on gender impact assessment as a tool for gender mainstreaming in a selected policy area and will be made available through EIGE's RDC. This work will result in products that address the needs of policy-makers, enabling them to further implement gender mainstreaming strategies.

To support Member States, EIGE will collect, process and disseminate information on good practices in gender mainstreaming in the areas selected by the EU Presidencies. To mark the 20th anniversary of the BPfA, the Institute will support the Italian Presidency in carrying out a more comprehensive review of how the BPfA is being implemented. It will also make training sessions and materials and related ICT tools available through its RDC.

1.2.2 THE BENEFITS OF GENDER EQUALITY

In the context of the current social and economic crisis gender equality may contribute to economic growth to a significant extent. In order to highlight this opportunity in the policy-making processes across the European Union the Institute has committed itself to a more systematic analysis and presentation of the benefits of gender equality. It will focus on mapping out, analysing and presenting the economic and social benefits that can be derived from gender equality at various levels in the EU. It will make focusing on benefits part of a number of its regular activities. Wherever possible, it will highlight evidence of the social and economic gains inherent in gender equality policies in the framework of its Annual Programmes. It will present its results and findings in 2015, thus contributing to a more

informed public debate and preparing the ground for evidence-based advocacy of gender equality in the EU.

Partnerships in the area of Methods and Tools and Good Practices to Support Policy Implementation

To improve capacity building and competence development, EIGE will form or strengthen partnerships with the Member States, EU bodies and institutions, international institutions (including UN Women and the ILO), independent experts, EIGE's thematic networks and civil society organisations. It will also work with EU and international organisations on how to use research and analysis to develop ways of measuring the benefits of gender equality. It will engage with Member States, the European Commission, social partners and civil society organisations to develop tailor-made material and information for dissemination in the EU.

Outcome Indicators:

Number of users of EIGE's databases on methods, tools and good practices relating to gender training and gender impact assessment; good practices in several policy areas made available to Member States; initial evidence identifying the benefits of gender equality made available.

2. INCREASED AWARENESS AMONG DECISION-MAKERS AND THE PUBLIC OF PROGRESS AND CHALLENGES IN IMPLEMENTING EUROPEAN GENDER EQUALITY POLICIES

Impact indicators:

Assessment of the extent to which RDC customers use EIGE products to strengthen the promotion of gender equality policy and raise citizens' awareness of gender equality; extent to which the RDC and its resources facilitate continuity and institutional memory; the extent to which the RDC raises citizens' awareness of gender equality; use of RDC expertise to support better informed policy-making at European and national levels; increased awareness of EIGE and its activities; increased awareness of gender equality issues in Europe; cooperation among members of the European Network on Gender Equality (EuroGender), instigated without EIGE's intervention.

To help achieve these objectives, EIGE will establish a centralised source of information on gender equality (the RDC), which will serve as a collection of methods, tools and good practices in functioning gender equality work. This will ensure institutional memory, engage the EU, national and local actors in the exchange and transfer of knowledge, and increase

cooperation and networking in support of gender equality work. The RDC will also be aimed at and available to the wider public, thus contributing to general awareness-raising.

2.1 RESOURCE & DOCUMENTATION CENTRE (RDC)

Expected outcome (2013-2015): EIGE's Resource and Documentation Centre established as a European source of information on gender equality.

The assessment of stakeholders' needs included in EIGE's ex-ante evaluation confirmed that, although the gender equality community is active, information exchange between actors is limited and lacks continuity.

In this context, EIGE will create a one-stop-shop on gender equality resources in Europe. This will help people find key resources on gender equality, facilitate the exchange of knowledge amongst those with an interest in gender equality policy and practice, and provide a space to discuss and debate related challenges and opportunities. The RDC will have three main parts: an online and physical resource and documentation centre; a knowledge centre; and EuroGender, the Electronic European Network on Gender Equality.¹⁶

2.1.1 THE RESOURCE AND DOCUMENTATION CENTRE (PHYSICAL AND ONLINE)

The library, located on the Institute's new premises from 2013, will focus on policy documents and grey literature produced by stakeholders and other actors. An online catalogue of digital and hard copy resources will also be made available to users. A launch event and an EU-wide communication campaign are planned to take place during the Lithuanian Presidency, in the second half of 2013.

From 2011 to 2012, the first resources on GBV were consolidated as part of a pilot project that tested how feasible and functional connections with five European documentation centres were. Gradually including other areas and increasing the number of new centres is planned for the 2013-2015 period. The RDC will start by collecting resources in the main EU working languages (English, French and German) and will then add material in other languages according to the order of the Presidencies of the Council of the EU through to 2020.¹⁷ The resources will focus on the areas of concern of the BPfA researched for the Presidency reports and other areas relevant to EU gender equality policy.

The RDC informatics infrastructure allows periodically updates through an automatic process, therefore avoiding overlaps and enabling centralised access to the existing resources.

¹⁶ The clear need for a structure with the functions integrated in the RDC was shown in EIGE's Second Ex-ante Evaluation, p. iii.

¹⁷ Council Decision of 1 January 2007 determining the order in which the office of President of the Council shall be held (2007/5/EC, Euratom).

2.1.2 THE KNOWLEDGE CENTRE

EIGE will collect, process and make available its own work in the areas of research, statistics and indicators, stakeholders and actors, methods, tools and good practices on gender equality and gender mainstreaming. It will put in place a system for collecting, updating and disseminating information, adjusted to the specificity of its work. In order to promote and deepen knowledge and understanding of gender equality issues, the knowledge centre will develop a network of databases with easily accessible information on gender equality and gender mainstreaming policies at EU and Member State levels, on the actors involved, the tools and methods used, and the good practices identified. Particular attention will be paid to the tools for gender mainstreaming including the European database of gender trainers and training institutions, and to the area of gender-based violence.

A Europe-wide gender equality thesaurus and glossary

During the 2013-2015 period, in close cooperation with stakeholders and partners, EIGE will start work on a Europe-wide gender equality thesaurus and glossary. The goal is to update and reinforce commonly used terms in the area of gender equality policy in Europe.¹⁸ EIGE will also work with the Publications Office of the European Union to integrate gender-specific terminology into EuroVoc, the EU's multilingual, multidisciplinary thesaurus, where specific gender concepts, e.g. gender mainstreaming and gender-based violence, are lacking.

2.1.3 THE EUROPEAN NETWORK ON GENDER EQUALITY — EuroGender

*'Networking and dialogue legitimise policy-making as they provide a mechanism to allow the views of affected individuals to be heard.'*¹⁹

EuroGender, the European Network on Gender Equality launched at the beginning of 2013, will provide various forms of interaction and information to a broad variety of stakeholders. These include a public group calendar; web forums; a content translator to overcome language barriers; social networking tools; news and RSS feeds; polls and surveys; collaborative spaces for teams to work on documents and projects together; online conferences; and a master data repository. EuroGender will host a general platform for registered users, but will also have closed working spaces for EIGE's Working Groups, thematic networks and Experts' Forum, as well as an open part for the wider public.

To enhance debate and information-sharing and to raise awareness of the opportunities and challenges of gender equality work among the European public, the EuroGender network will engage a range of professionals and practitioners. EIGE will also host regular online

¹⁸ European Commission, DG EMPL, One hundred words for equality: A glossary of terms on equality between women and men, 1998, L-2985.

¹⁹ EIGE's Second Ex-ante Evaluation, p iii.

discussions to support key stakeholders in implementing gender equality policies and to highlight emerging issues.

Partnerships for further expansion of the RDC

To collect **more resources**, EIGE will work with the Women's Information Network of Europe (WINE),²⁰ and strengthen cooperation with the Institute for Gender Equality and Women's History (Atria) in Amsterdam; the Resource Centre for Equality between Women and Men (Amazone) in Brussels; the Information and Documentation Centre for Women and Gender Issues (Cid-femmes) in Luxembourg; the Gender Library at Humboldt, Universität zu Berlin; the National Resource Library for Gender Studies at Gothenburg University (KvinnSam); and other specialised women's and gender equality information centres²¹.

To **enrich the European Thesaurus** with gender equality terminology, EIGE will work with the European Community and Associated Institutions Library Cooperation Group (Eurolib)²²; the Publications Office of the European Union; Cedefop; the European Environment Agency (for Gemet — the general multilingual environmental thesaurus); the Executive Agency for Education (for TESE, the Thesaurus of Education Systems in Europe); European social partners; and European NGOs, particularly the European Women's Lobby (EWL).

To **collect grey literature and policy documents**, EIGE will work with national gender equality bodies and other stakeholders at Member State level.

To **enhance the public debate and raise awareness**, it will establish partnerships with the main EU-level networks on gender equality, such as the European Parliament's (EP's) FEMM Committee; the EP's High-Level Group on Gender Equality and Diversity; the EP's Gender Mainstreaming Network; the Advisory Committee on Equal Opportunities for Women and Men; the High-Level Group on Gender Mainstreaming; the European Network of Equality Bodies (EQUINET); the Council of European Municipalities and Regions (CEMR); European social partners; the European Women's Lobby (EWL); and the European Association for Gender Research, Education and Documentation (ATGENDER).

Outcome indicators:

A system to ensure the RDC's biannual update of information; a gender equality thesaurus and a glossary made available to key stakeholders (2015); an average annual 2% increase in

²⁰ WINE is a network of women's libraries, archives and information centres in Europe. Currently, more than 50 organisations from several countries are members of WINE. Its purpose is to provide a common platform for European women's libraries in terms of education and research in gender, women's and feminist studies.

²¹ To avoid any conflict of interest or double EU funding, EIGE will carefully analyse and assess each individual partnership with Civil Society Organisations.

²² Eurolib is the oldest cooperation group among EU bodies and comprises 45 EU agencies and institutions and the Council of Europe.

RDC resources; an average annual 5% increase in the number of users/online visitors; 15 information and documentation centres connected to RDC (by 2015); an average monthly 5% increase in members that use EuroGender.

2.2 AWARENESS-RAISING, NETWORKING AND COMMUNICATION

Expected outcome: (2013-2015): sustainable partnerships created for communicating and promoting gender equality across Europe

2.2.1 COMMUNICATING ON GENDER EQUALITY

Raising awareness of the importance of gender equality, policy challenges and existing gender gaps, and highlighting good practices and approaches, will be one of the Institute's main activities from 2013 to 2015. To implement its communication strategy for 2013-2015, the Institute will use publications, online communication, newsletters and standard information tools such as press releases to reach its key target groups (the European Parliament, the European Commission and the Member States).

To ensure professional and high-quality messages and innovative forms of communication on gender equality, EIGE will continue working with the **Journalists Thematic Network (JTN)**. The JTN will assist EIGE in producing tailor-made articles, publications and messages for various media and updating the media database. The JTN aims to strongly engage the media, including national news agencies and major European newspapers. They maintain these partnerships through biannual meetings in the countries holding the EU Presidency, as well as through other activities.

Since 2012, EIGE has been working with the representations of the European Commission in Member States. This has proved to be useful for promoting gender equality across the EU.²³

To encourage debate and discussion, EIGE will also produce specialised publications and information packages aimed at the media and decision-makers. These will highlight the specific aspects of gender equality that contribute to the work of the European Commission and the Member States.

As part of its awareness-raising campaign on gender equality issues, EIGE will compile examples of role models – women and men who break gender stereotypes and inspire others. These will be collected in the Women and Men of Europe resource pool and presented to stakeholders. The Institute will take advantage of events like International Women's Day to disseminate information on identified gender gaps and to promote inspiring role models of European women and men in non-traditional gender roles or actively supporting gender equality. It will develop innovative ways of portraying non-

²³ For example, joint hosting of journalists and using shared facilities.

traditional role models of women and men in its printed or web calendar. The electronic Gender Events Calendar will give users a complete picture of interesting and useful initiatives supporting gender equality in Europe.

EIGE will establish or strengthen partnerships with media outlets, communication teams in other EU agencies and the European network of webmasters in order to improve its external communication.

2.2.2. COOPERATION AND EXCHANGE WITH EIGE STAKEHOLDERS AND PARTNERS

To support better-informed policy-making, EIGE's partnerships will focus on creating added value for European and national policy-makers. They will provide solid and comparable data to help policy implementation and will pool expertise and facilitate an exchange of knowledge on gender equality.

To tackle data gaps, EIGE will work with Eurostat and national statistics offices, i.e. the main data providers. Member State authorities and national gender-equality bodies will be involved in providing and verifying data. EIGE will support them in implementing gender mainstreaming strategies and programmes. Cooperation with international organisations will ensure mutual learning and broadening of expertise, including on gender mainstreaming. National bodies and, upon request, the European institutions, can get involved in EIGE's work on Good Practices and Tools and Methods, including through peer learning, capacity building and cooperation through meetings, online discussions and access to online information.

EIGE will strengthen its partnerships with civil society organisations and the media, to **increase awareness among decision-makers and the public of the progress and challenges in implementing European gender equality policies**. It will support media by supplying information and data that illustrate the issues and will encourage discussion and increase awareness. Expert organisations, like Equinet, social partners and civil society organisations, such as the EU-wide platforms working on gender equality and non-discrimination, e.g. the European Women's Lobby and the Social Platform, will be invited to participate in EuroGender online discussions, to share expertise and views, and to pool resources.

Together with the communications team, the stakeholders team will plan and organise events and conferences and will handle the increasing number of external visits to the Institute. EIGE will monitor the accuracy of information in the stakeholders' database at EU level, including information on accession countries, and will update it where necessary. It will rely on the crowd updates done through EuroGender.

To contribute to the promotion of gender equality globally and to increase its visibility, the Institute will strengthen cooperation with international organisations, such as UN Women, the Council of Europe, OECD, OSCE and ILO.

It will annually re-evaluate its cooperation with sister agencies, to agree on current priorities that could be tackled together. It will expand cooperation with FRA from simply sharing research results to working together on partnerships, online communication events and the 'violence against women' survey. To avoid duplication, the two agencies will agree on concrete, mutually beneficial activities that clearly define their separate mandates. The cooperation agreement with Eurofound (2012), on research and data provision for EIGE's GEI, will support the working conditions report of the Greek Presidency and will generate an exchange of useful material for online distribution. Further discussions on identifying areas of cooperation with the Justice and Home Affairs Agencies, such as Frontex, and other agencies, such as CEDEFOP and ETF, will assess the possibility of including the gender perspective in their regular training sessions, with the aim of gender mainstreaming the training programmes of the agencies and to disseminate good examples of training materials collected by EIGE.

EIGE will also pay special attention to the European Parliament elections in 2014. Targeted communication events (e.g. meetings, dissemination of EIGE's publications) to newly elected members of parliament will be organized by EIGE to introduce EIGE's work and find further possibilities for co-operation.

Outcome indicators:

Templates, newsletters, press releases and other tools developed as part of EIGE's communication strategy (2013-2014); website updates (2013-2015); updating and maintenance of EIGE's intranet (2013-2015); compiling of and communicating on the role models in the Women and Men of Europe resource pool (2013-2015); publication of Women/Men Inspiring Europe Calendar and other material (2013-2015); EIGE's events and conferences on gender equality (8 March 2013, 2014 and 2015; EIGE's five-year anniversary in 2015); three activities per year (e.g. reports, events) with sister agencies.

3. EFFECTIVE ORGANISATION AND BODIES OF EIGE

Expected outcome: (2013-2015): European Institute for Gender Equality — an effective EU agency, competent in promoting gender equality

3.1. EFFECTIVE ORGANISATION

Based on the first Mid-Term Work Programme 2010-2012, EIGE has started, to various degrees, the majority of tasks set out in the Regulation. However, at the start of its third full year of operation, a few tasks remain to be accomplished in light of limited human and financial resources. During the second Mid-Term Work Programme, the Institute hopes to start some of the tasks not yet covered, such as providing information on gender mainstreaming in the accession and candidate countries.²⁴ Due to limited human and financial resources, EIGE cannot deal with all tasks fully. Delivering results should be considered in this context.

EIGE will continue working on implementing provisions for the Staff Regulation, implementing the Strategy for the Internal Control Standards and the Budget Monitoring Methodology. It will also strive to improve the knowledge and flexibility of its staff by offering training.

In setting the Internal Control Standards (ICS) as adopted by the Management Board, EIGE bases itself on the framework set out for all agencies by the European Commission and on the recommendations from the assessment and audits carried out by the Commission's Internal Audit Service. In order to improve its work and implement the recommendations, it will further develop and improve its action plan. Within the framework of the ICS, it will develop and start implementing a monitoring and evaluation system, which will start with the regular self-assessments conducted internally by staff to critically analyse their activities and their knowledge in relation to the tasks defined for each position and in the context of the Institute's work programme. This information will be used for quarterly reports to the Management Board and to prepare information for the Annual Report and Annual Activity Report.

EIGE's participation in the IPA²⁵

EIGE will join other EU agencies in the IPA programme and will work to strengthen the capacity of candidate and potential candidate countries to comply with EU law in the field of gender equality. The programme will also prepare these countries for participating in the Institute's activities. The actions that are part of this project will be addressed mainly to the administrations in the IPA countries or to other bodies working on developing,

²⁴ 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, Article 2(I).

²⁵ The Instrument for Pre-Accession Assistance (IPA), established with Council Regulation 1085/2006, is the financial instrument for the European Union's pre-accession process for the period 2007–2013. Beneficiary countries are divided into two categories: 1) candidate countries, i.e. Croatia, the Former Yugoslav Republic of Macedonia and Turkey, and 2) potential candidate countries, i.e. Albania, Bosnia and Herzegovina, Montenegro, Serbia and Kosovo under UNSCR1244.

implementing and enforcing gender equality legislation on behalf of the associated country. The officials²⁶ will participate in technical meetings organised by EIGE.

3.2 BODIES OF EIGE

Expected outcome (2013-2015): Agency bodies effectively support EIGE's excellence and independence

In May 2013, another rotation of the Member States will take place and the **Management Board** will begin its third term of office by electing its Chair and Vice-chair. During the Mid-term Work Programme the Management Board will adopt the Institute's main documents, i.e. its Annual Work Programmes, annual budgets, Annual Activity Report and Annual Report, Final Accounts, Implementing Provisions for the Staff Regulation and all other relevant rules and guidelines. The Standing Committee of the Management Board will continue supporting the Institute's work by helping it to prepare strategic policy and administrative and budgetary issues to be decided by the Management Board. It will also advise the Director, with full respect of Article 7(3).

In its second term of office, **the Experts' Forum** will continue to give advice on future research areas and on research in the chosen main areas. It will support the Institute through the work of two Working Groups (on the BPfA and the Gender Equality Index). In cooperation with the Management Board, it will finalise a list of channels for disseminating information to all Member States, social partners and other interested parties.

Outcome indicators:

New Management Board functioning by the end of the second quarter of 2013; Annual Work Programmes and budget adopted on time; relevant Implementing Provisions for the Staff Regulation adopted.

²⁶ Government representatives working on gender equality and national equality bodies.