

# EU GENDER ACTION PLAN

(2021-2025)  An ambitious agenda  
for gender equality and  
women's empowerment in EU  
external action



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# Gender Action Plan III: Joint Communication & Staff working document, adopted 25 nov 2020



Targeted  
consultation  
- EUD, MS,  
UN and CSOs

## Lessons learnt from GAP II implementation - Findings of the Gender evaluation (2010-2018)



- I. Ensure stronger leadership on GEWE
- II. Improve gender expertise
- III. Develop a shared strategic vision at country level
- IV. Step up efforts for continuous gender analysis
- V. Consolidate partnerships

**Main findings from the enlargement region case study:** GBV represented around 60% of the EU portfolio of G2 actions. No reference to GBV in IPA I and IPA II and partially addressed in high-level political and policy dialogue. EU support in the area channelled mostly through CSOs. Full harmonisation of legislation with the IC has not been achieved yet. Greater efforts are still required to implement the IC and address GBV.

# GAP III five PILLARS

1

**Engagement for gender equality and women's empowerment more effective**

2

**Joint strategic EU engagement at multilateral, regional and country levels**  
**Coordination and cooperation**

3

**Six key areas of engagement**

Violence/ SRHR / Economic and social rights / Participation and leadership / WPS / Green and Digital

4

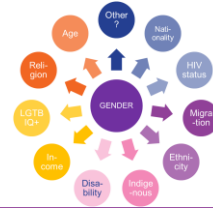
**EU Leads by example**  
**Gender responsive and gender balance leadership**

5

**Accountability**

Simpler reporting of results, more communication

# Pillar 1: Effectiveness of EU engagement for GEWE



## Key principles

Gender transformative approach

Intersectionality

Rights-based approach

## Three-pronged strategic approach

Political dialogue

Gender Mainstreaming

Targeted actions

## Criteria for assessing progress

Gender analysis at country and sector level

Gender-sensitive and sex-disaggregated indicators

Robust reasoning why an action would not contribute to gender equality

## Key targets of performance

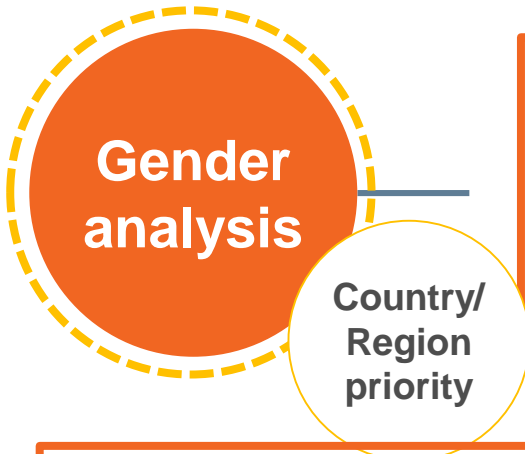
85% G1 + G2 by 2025

At least one G2 gender transformative action and one high level dialogue

# Gender marker



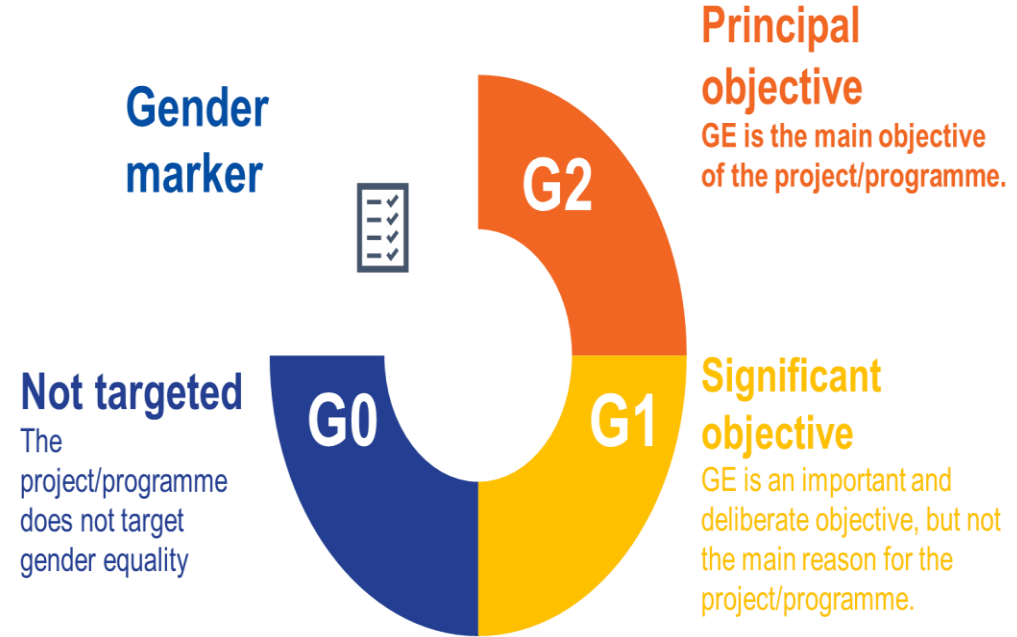
target: 5 % of EU new actions are G2



**Project:** Increased capacity of EU candidate countries and potential candidates to measure and monitor the impact of gender equality policies (2018-2022)

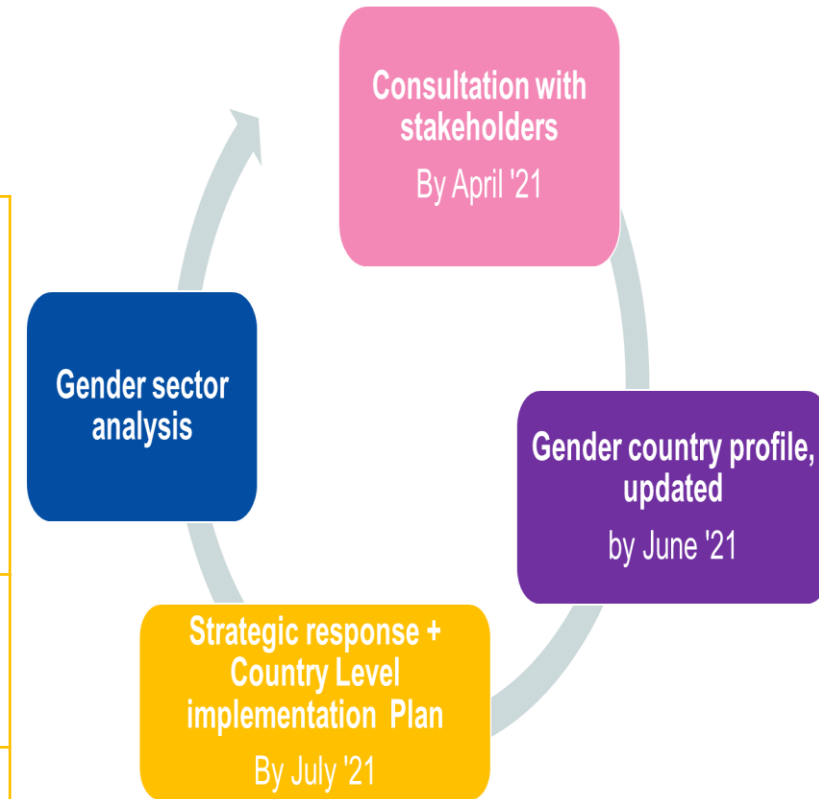
**Main Objective**  
to support the ability of the EU Candidate Countries and Potential Candidates, i.e. IPA beneficiaries, to participate effectively in EIGE's activities upon their EU accession and to support the approximation to and adoption of the EU acquis in the area of gender equality.

**Indicator:** IPA beneficiaries have produced National Gender Equality Indices, comparable regionally within the Western Balkans and Turkey and with the EU.



# Pillar 2: actions and targets

<b>CLIPs</b>	<ul style="list-style-type: none"> <li>• One “country-level implementation plan” agreed per country and transmitted to HQ</li> </ul>
<b>Gender analysis</b>	<ul style="list-style-type: none"> <li>• All countries: one analysis per sector in programming cycle 2021-2027 transmitted to HQ</li> <li>• A regional/multi- country gender profile conducted or updated in at least 4 regions by end 2022</li> </ul>
<b>Joint programming</b>	<ul style="list-style-type: none"> <li>• 85% of new joint programming documents over 2021- 2025 reference and integrate the priorities of GAP III</li> </ul>
<b>GEWE dialogue with governments</b>	<ul style="list-style-type: none"> <li>• All EUDs are engaged in at least one specific dialogue on gender equality and women empowerment per country per year over 2021-2025</li> </ul>
<b>GEWE dialogue with CSOs</b>	<ul style="list-style-type: none"> <li>• All EUDs are engaged in at least one dialogue per country per year over 2021-2025</li> </ul>
<b>Multilateral level</b>	<ul style="list-style-type: none"> <li>• At least 2 joint EU positions for key gender international/regional events and negotiations per year</li> </ul>



# Pillar 3: key thematic areas of engagement

## 39 specific objectives

Ensuring freedom from all forms of gender-based violence



Promoting sexual and reproductive health and rights



Strengthening economic social rights & empowering girls and women



Advancing equal participation and leadership



Integrating the women, peace and security agenda



Challenges and opportunities of green transition and digitalization



# Pillar 4: the EU leads by example

Shared responsibility for accelerating gender equality and women's empowerment world-wide and GAP III implementation

## Gender responsive leadership

Mandatory trainings for management incl. HoD

GEWE integral part of appointment and performance assessment

## Improve institutional capacities and ownership

Trainings/ research/ analysis/ expertise;

Knowledge sharing MS and IOs

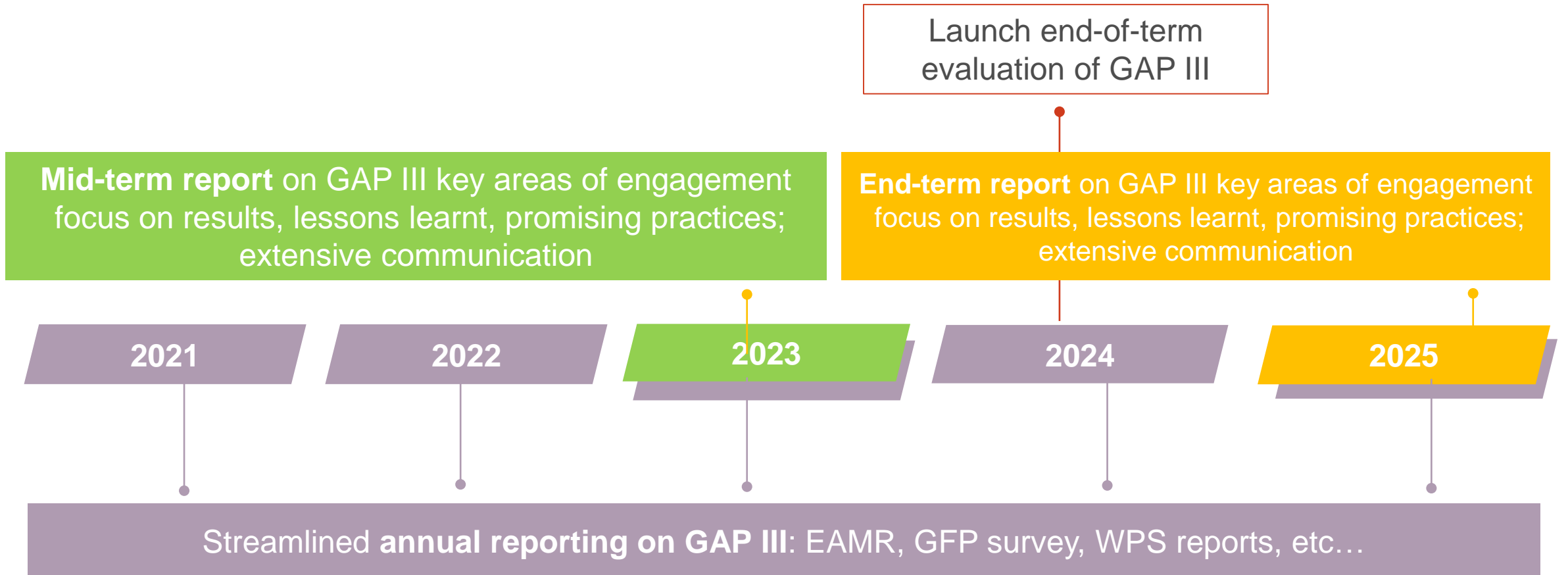
Strengthen capacity and role of GFPs and their network

## Gender parity

50/50 gender balance for managers



# PILLAR 5: Accountability through monitoring, reporting and increased communication



# Enlargement package annual reports:

**Focus on "fundamentals first"** rule of law and fundamental rights, economic governance and the strengthening of democratic institutions and public administration. Candidate countries and potential candidates are expected to comply with the EU acquis, including on gender equality, and have the institutional framework needed to enforce it.

**Monitor developments on gender equality and the fight against gender based violence.** Input and involvement of CSOs and international organizations.

**Efforts on the harmonization of data in order to be comparable.** (gender legislation in place, GBV, work conditions, SRHR, women's political participation, use of sex- disaggregated data, when available, to illustrate gender inequalities).

# Thank you



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