



# The European Institute for Gender Equality Annual Report 2011



# List of acronyms

<b>BPfA</b>	Beijing Platform for Action
<b>ECA</b>	Court of Auditors
<b>EC</b>	European Commission
<b>EF</b>	Experts' Forum
<b>EFSA</b>	European Food Safety Authority
<b>EIGE</b>	European Institute for Gender Equality
<b>EMPL</b>	Directorate-General for Employment, Social Affairs and Inclusion
<b>EP</b>	European Parliament
<b>ETF</b>	European Training Foundation
<b>Eurofound</b>	European Foundation for the Improvement of Living and Working Conditions
<b>FEMM</b>	European Parliament Committee on Women's Rights and Gender Equality
<b>FRA</b>	European Union Agency for Fundamental Rights
<b>GEI</b>	Gender Equality Index
<b>GM</b>	Gender mainstreaming
<b>HLG</b>	High-Level Group on Gender Mainstreaming
<b>HoO</b>	EIGE's Head of Operations
<b>HR</b>	Human Resources
<b>IAS</b>	Internal Audit Service
<b>ICS</b>	Internal Control Standards
<b>ILO</b>	International Labour Organisation
<b>IR</b>	Internal rules
<b>LMS</b>	Library management system
<b>MB</b>	Management Board
<b>MTGP</b>	Methods, tools and good practices
<b>MS</b>	European Union Member State
<b>OECD</b>	Organisation for Economic Cooperation and Development
<b>OLAF</b>	European Commission Anti-Fraud Office
<b>RDC</b>	Resource and Documentation Centre of EIGE
<b>SIS</b>	Statistical Information System (the relational database underpinning the EIGE Gender Equality Index)
<b>SNE</b>	Seconded national expert
<b>WG</b>	Working group
<b>WIE</b>	Women Inspiring Europe (calendar)
<b>WINE</b>	Women Information Network Europe
<b>WP</b>	Work programme

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# EIGE'S Annual Report **2011**

'We can only reach our economic and employment goals by making full use of all our human resources — both in the labour market as a whole and at the top. This is an essential part of our economic recovery plans <sup>(1)</sup>.'

Viviane Reding, Vice-President of the European Commission in charge of Justice, Fundamental Rights and Citizenship



<sup>(1)</sup> European Commission, 2012. Progress in gender equality leads to economic growth [press release], 16 April 2012, available at: <http://europa.eu/rapid/pressReleasesAction.do?reference=IP/12/371&format=HTML&aged=0&language=EN&guiLanguage=en>





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# Foreword by the Chair of the Management Board

In these days of fundamental social and economic challenges, gender equality takes a place at the very centre of the political debate, especially in Europe. We cannot face the challenges presented by the economic crisis, demographic trends, EU integration and environmental risks without strengthening actions that make equality between women and men a reality for all Europeans and beyond.

More than ever before, I would like to highlight the crucial role of the European Institute for Gender Equality in supporting policymakers facing Europe's broad spectrum of challenges. In order to reach the objectives set by the European Commission in the Europe 2020 growth strategy to achieve smart, sustainable and inclusive development, to ensure social justice and secure solidarity within society, gender equality must be at the forefront of all our actions. To achieve gender equality, policymakers need to be provided with relevant, comparable and reliable data and information, and the Institute is fast on its way to becoming the European competence centre on gender equality issues and the key provider of specific expertise on gender equality and reliable information on gender equality in Europe.

Gender equality is one of the best answers to the crucial questions of today. The World Bank's 2012 World Development Report on Gender Equality and Development highlights that strengthening gender equality will enhance productivity, improve development outcomes and make institutions more inclusive. The Bank of Italy estimates that if female employment rose to 60 %, gross domestic product would rise 7 %. Further to that the European Parliament's Committee on Women's Rights and Gender Equality introduces 83 indicators for the inclusion of the gender perspective in the evaluation of the Europe 2020 strategy during the European Semester process. The European Commission also emphasises that assuring the participation of women in the labour market is key to maintaining economic growth and ensuring the financial sustainability of social security systems.

As the Chair of EIGE's Management Board, I am proud to say that, in spite of limited resources, the agency is innovative and professional in fulfilling its unique mandate, and it is already delivering information and tools essential for effective evidence-based policymaking. In 2011, EIGE launched a Europe-wide database on the indicators of the Beijing Platform for Action: **Women and men in the EU: Facts and Figures**. The database provides comprehensive and comparable data and information on gender equality in the European Union and all Member States. To enable effective governance and accountability in 2011, EIGE made progress on development of the Gender Equality Index — which will take its place as a vital tool in assessing equality between women and men within the EU.

The Management Board was also especially keen to observe the development of EIGE's Resource and Documentation Centre — which is becoming a central tool in Europe to store, process and disseminate collected data, tools, methods and good practices on gender equality — making EIGE the EU's memory and brain for gender equality issues.

I would like to thank Director Virginija Langbakk and EIGE's staff for their successful and hard work over 2011. Both the Management Board and I are looking forward to continuing our efforts to face Europe's challenges, making gender equality between women and men a reality for everyone.



**Eva M. Welskop-Deffaa**  
Chair of the Management Board

# Foreword by the Director

The European Institute for Gender Equality has a unique mandate to **contribute to and strengthen the promotion of gender equality, including gender mainstreaming in all EU policies and the resulting national policies**, and I am proud to state that by the end of 2011, after one and a half operational years, EIGE produced its first concrete deliverables on gender equality to support policymaking and the implementation processes within the EU.

In the framework of EU commitments within the Beijing Platform for Action, EIGE developed a method and approach for reviewing the BPfA's implementation through its first report, *Women and the Economy. Reconciliation of Work and Family Life as a Condition of Equal Participation in the Labour Market*, upon which the Polish Presidency of the Council of the EU formed their official conclusions. Moreover, EIGE collected data in an entirely un-researched critical area of concern of the BPfA and produced a second report, *Women and the Environment: Gender Equality and Climate Change*, therefore paving the way within the Danish Presidency of the Council in 2012 for the EU to adopt the first indicators to measure gender advancements in the area of Environment.

To facilitate monitoring of gender equality advancements by the Member States within various EU policy areas, carry out cross-European comparisons and identify gender inequalities and data gaps, EIGE developed the first centralised source of gender statistics and data found in its **Women and men in the EU: Facts and figures** database. This easily accessible online database comprises gender statistics, metadata and data sources, and offers harmonised and comparable baseline information. Likewise, progress in building a broader centralised statistical information system on gender grew in 2011 in the work on developing the **Gender Equality Index**. After analysis and selection of the various dimensions to be measured, the Index will provide the EU with a solid and robust tool enabling a comparable assessment of progress on gender equality in the Member States.

To further support policy implementation through the collection, processing and dissemination of methods, tools, and good practices for gender equality and gender mainstreaming, EIGE started to produce a mass of diverse information on one of the crucial **gender mainstreaming tools — gender training**. The goal of this tool is to provide policymakers, researchers, practitioners and training providers with resources that will effectively support their efforts in mainstreaming gender.

Looking to fill in the gap of information and data on **gender-based violence (GBV)** at EU level, the Institute began collecting and processing a broad scope of information on the actors engaged in the prevention of domestic violence, good practices in anti-violence awareness-raising campaigns and methods for victims' support in the Member States. Stemming from this, and offering the European Commission and the European Parliament the first EU-wide information on female genital mutilation (FGM), EIGE initiated its work in preparing the first findings on this phenomenon in 2011.

Development of EIGE's unique **Resource and Documentation Centre (referred to in short as the RDC)** steadily progressed over 2011, reinforcing its purpose as a one-stop shop and user-friendly gateway to a host of gender equality resources and materials,





both physical and digital, for the use and benefit of policymakers, public administration, researchers, civil society organisations and other users across the EU and beyond. Aiming to build a distinctive inter-sectoral, European-wide platform for dialogue on gender equality, EIGE began developing an electronic platform called the **European Network on Gender Equality**. Identifying and collecting **policy documents and grey literature** on gender equality work is another select task EIGE continued over the year, and by which it offers the EU Member States a centralised institutional memory to track changes in the field, and share experiences and good practices, retaining it within the EU.

From a managerial perspective, this full operational year demonstrates the immense efforts made by staff in consolidating and streamlining the Institute's methods. Having reached a remarkable 92 % of the establishment plan in 2011, EIGE's multicultural team extends across 18 different nationalities. Compared with 2010 when we had a handful of staff and operational activities only began in the second semester of the year, budget execution rose steeply in 2011, yielding a significant improvement of 88.5 %.

These outstanding accomplishments of the Institute over 2011 are not only a credit to its devoted staff, but would have been ultimately difficult to achieve without the tireless engagement and continued support of its entire Management Board, and in particular, the personal commitment and dedication of Ms Eva M. Welskop-Deffaa, Chair of the Board, Mr Aurel Ciobanu-Dordea, Director of the Equality Directorate at the Justice DG, and the combined efforts of the Standing Committee members. This ardent group of EIGE-advocates helped steer the Institute through a challenging set-up phase, all the while ensuring the legality and regularity of its functions. Members of the Experts' Forum, Working Groups and Thematic Networks also gave invaluable advice on the development of all products, methods, and contacts with relevant stakeholders and experts. The support of the European Parliament, more particularly, the FEMM Committee was also central to EIGE's work over this year. Ultimately, the energy and loyalty of my staff continues to flourish and I sincerely thank them for the efficiency and passion they give to gender equality and our common goals.

Experience shows that despite the political recognition of gender equality as a fundamental EU value, the challenges in its implementation are immense as well as multi-faceted. A lack of coordination of the implementation efforts by several involved actors, a limited number of field experts, and an inadequate understanding of the complexity of the area all jeopardise progress. In spite of that, I am pleased to have noticed over the relatively short span of the agency's existence that evidence collected through stakeholders' surveys and the Institute's second *ex ante* evaluation shows that the European Institute for Gender Equality is considered to have a distinctive role to carry out major tasks not assigned to any other EU institution or body. EIGE also ranked among the top five EU agencies on a popular social media platform in 2011, proving the importance of gender equality for EU citizens. To make equality between women and men a reality for all Europeans is a challenge, and it needs our full commitment and support to achieve this.

**Virginija Langbakk**

Director of the European Institute for Gender Equality



# What is the **European Institute for Gender Equality**?

In accordance with its regulation <sup>(2)</sup>, the Institute is obliged to carry out its tasks within the competencies of the EU, and in light of the objectives and priority areas adopted in its annual work programme. An evaluation for the Commission on decentralised agencies <sup>(3)</sup> defined the Institute's main task as 'information,' i.e. analysing and providing objective, reliable and easy-to-understand information as well as networking. The Institute is also situated among 'upstream' agencies that explore future policy issues, carry out research, collect and harmonise relevant data, and disseminate information that should feed into EU policymaking. A study of the European Parliament <sup>(4)</sup> classifies the tasks for the European Institute for Gender Equality as new tasks, i.e. tasks that have not been previously carried out by the Commission or the Member States. It also calls for the Institute 'to act as a knowledge-centre and coordinating structure where facts and figures, research results, etc. are collected, analysed, structured and again disseminated to actors involved in the domain of gender equality' <sup>(5)</sup>.

The founding act, Regulation (EC) No 1922/2006 assigns the following overall objectives (Art. 2) to EIGE:

'to contribute to and strengthen the promotion of gender equality, including gender mainstreaming in all Community policies and the resulting national policies; to contribute to the fight against discrimination based on sex; to raise EU citizens' awareness of gender equality by providing technical assistance to the Community Institutions, in particular the Commission and the authorities of the Member States, as set out in Article 3 of the regulation establishing the European Institute for Gender Equality.' <sup>(6)</sup>

Two thousand and eleven was the first complete operational year for EIGE since it gained its financial and administrative independence in June 2010. EIGE structure follows its mandate and the tasks defined in the regulation

as well as the Institute's Management Board-approved objectives laid out in the Mid-term Work Programme 2010–12 and the annual Work Programme 2011.

In managing the day-to-day work of the Institute, the Director maintains a close working relationship with the **Management Board** (decision-making body) and **the Experts' Forum** (advisory body). To secure the highest standard of competence and a broad range of relevant and trans-disciplinary expertise in the area of gender equality, the Management Board consists of 18 Member State representatives and one member represents the European Commission <sup>(7)</sup>.

The **Experts' Forum** is comprised of members from competent bodies that specialise in gender equality issues from every Member State of the European Union, European level social partners and community level non-governmental organisations. The Experts' Forum is where information in relation to gender equality issues is exchanged and knowledge pooling takes place among its qualified experts. One of the main objectives for the Forum is to ensure close cooperation between the Institute and the competent bodies in the Member States.

## **EIGE's vision and mission**

Equality between women and men is both a fundamental right and a common principle of the European Union, **and the vision of the European Institute for Gender Equality is to make equality between women and men a reality for all Europeans and beyond.**

To support the fulfilment of its vision,

The European Institute for Gender Equality will strive to become the European competence centre on gender equality issues.

<sup>(2)</sup> 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://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2006:403:0009:0017:EN:PDF>

<sup>(3)</sup> Meta-study on decentralised agencies: cross-cutting analysis of evaluation findings. Final report, 2008. Eureval.

<sup>(4)</sup> EP (2007) Agencies: origin of tasks, local conditions and staffing.

<sup>(5)</sup> European Parliament, Role of a future European gender institute, 2002.

<sup>(6)</sup> 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.

<sup>(7)</sup> While the Member States' representatives are appointed by the EU Council on the basis of a proposal from the Member States concerned, the Commission appoints their member of the Management Board directly.

# EIGE's objectives in 2011

In order to carry out the Institute's activities over this initial full year of operation, EIGE created the necessary fundamental structures designed to meet the agency's unique needs, and developed work methods that laid the ground for ensuring smooth implementation of the numerous tasks assigned to it in its regulation. The Institute gains its exclusivity by undertaking a number of tasks in the field of gender equality, which other existing EU institutions and bodies do not deal with at the European level. More specifically, the Institute specialises in in-house centralisation of credible gender equality information collected from each Member State and it also conducts and coordinates research. The collected information is analysed and disseminated to a wide range of EU institutions and bodies, the Member States, policymakers, and other stakeholders. Another unmatched task that EIGE is working on is the construction of tools for mainstreaming gender into policies, especially at the EU level and those resulting at the national level. These activities help solidify the Institute's vision by contributing to the development of a technical institution, which specialises in collecting and disseminating information that is randomly scattered across Europe and difficult to access systematically <sup>(6)</sup> to a wide audience.

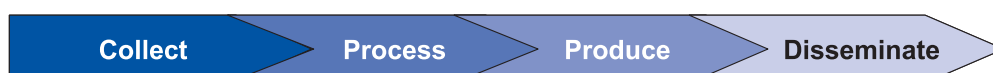
Placing a major focus on **becoming the European competence centre for information on gender equality** the Institute collects, analyses and disseminates relevant objective, comparable and reliable information on gender equality, and in tandem provides recommendations on how to improve the comparability and reliability of data and information consistency.

By mid-2011, the Institute established an effective and reliable procedure for reviewing gender equality progress in the EU, following the aims set out **in the Beijing Platform for Action (BPfA)** and the Beijing

indicators approved by the Council of the European Union. The Institute provided support to the Presidencies of the EU Council through the development of its first report in the area of Women and the Economy (Polish Presidency) and in its second report on Women and the Environment (Danish Presidency). Moreover, EIGE developed a harmonised set of comparable baseline information, which provides a comprehensive overview of all of the Beijing indicators, data at the EU level and on available data sources. This initial version of the database serves as a useful tool for supporting policy decisions and assists in identifying data gaps and gender inequalities at the EU level.

To meet our objective to develop and offer the EU a functioning tool with which to identify areas where inequality displays the largest gaps in the Member States, assess the status and progress of gender equality and suggest monitoring and evaluation indicators, EIGE has been diligently developing a **Gender Equality Index for Europe**.

The second major focal area in which EIGE concentrated its efforts was on the collection and processing of **methods and tools for gender equality and gender mainstreaming**. EIGE started collecting and processing methods, tools and good practices in the area of gender training and gender-based violence in 2011. In addition to that, information was also collected in the area of men and gender equality and on gender attitudes and perceptions. The particular approach applied toward working on good practices was developed and tested. While collecting and developing tools and methods for gender mainstreaming, we were able to identify the first effective gender mainstreaming approaches and tools. In the last quarter of the year, EIGE released its first publication



<sup>(6)</sup> European Commission, *Feasibility Study for a European Gender Institute*, 2002.



on Good Practices in Gender Mainstreaming with a focus on gender training as a tool.

One of the Institute's most unique products and its third focal area is its **Resource and Documentation Centre (RDC)**. The RDC is a central tool EIGE uses **to store, process and disseminate** collected data, tools, methods, good practices and other relevant gender equality-related information to a multitude of end-users across the EU. The RDC was built with three pillars: (1) an online and physical **documentation centre**, which hold books, policy documents and digital resources, (2) a **knowledge centre** through which collected data and information shall be processed and disseminated, and (3) a **European Network on Gender Equality**, which will operate primarily on a virtual platform fostering information sharing and heightening awareness on gender equality among EIGE's stakeholders. The RDC has already brought benefits to the Institute's work on the Beijing indicators in 2011 by making it visible and accessible through a publicly accessible database.

### Supporting policymaking on solid grounds

**The effectiveness of gender equality policies needs to be evaluated**, as accountability is recognised as central to enabling effective governance. The methodological work carried out by the Institute in this area has the potential to spill over into more comparability among Member State statistical sources and to raise interest in dedicating resources to regularly building gender equality statistics (hence, focused on key gender equality aspects), because current efforts seem limited to a breakdown by sex of what is already measured.

Comparable data for decision-makers, practitioners and other users of gender statistics and information was marked as the number one priority by stakeholders at the national, European and international levels, who 'suggested that data collection is essential in areas where cross-European comparisons are not yet possible due to the absence of reliable data. Even though in some areas data exist (e.g. employment, decision-making, or health), in other areas (e.g. environment, violence or minority communities) comparative data are not available. Some stakeholders think that more accurate time series comparisons between Member States may directly influence their behaviour and

improve performance, as well as inform evidence-based policymaking' <sup>(9)</sup>.

### Improved policymaking through the collection and processing of objective, reliable and comparable data

In the European Commission Strategy for Equality between Women and Men 2010–15 <sup>(10)</sup>, EIGE holds a dedicated role with regard to reporting on the Beijing Platform for Action in areas of particular concern.

#### The Strategy for Equality between Women and Men, 2010–15 <sup>(\*)</sup>

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

(\*) *Actions to implement the Strategy for Equality between Women and Men 2010–15, Accompanying the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee of the Regions — COM(2010) 491; SEC(2010) 1080.*

Conforming to this role, EIGE positioned itself as a new institutional actor involved in the process of following developments within different areas of the Beijing Platform in 2011. Our work in this area involves reviewing the existing indicators in the monitoring process and proposing new ones in areas where none have been developed, providing sound analysis of the situation and policy recommendations. EIGE's work throughout this year was supported by the governments of the relevant Presidency countries, the European Commission Directorate-General for Justice, Eurostat, the High-Level Group on Gender Mainstreaming and EIGE's Working Group on the Beijing Indicators.



<sup>(9)</sup> *Second ex ante evaluation*, p. 40.

<sup>(10)</sup> <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0491:FIN:EN:PDF>

## Reconciliation of work and family life as a condition of equal participation in the labour market

Highlights for the Institute in 2011 include its first two published reports for the Polish Presidency of the EU Council <sup>(11)</sup> (July–December 2011) and for the Danish Presidency (January–June 2011). The *Review of the Implementation of the Beijing Platform for Action: Women and the Economy. Reconciliation of Work and Family Life as a Condition of Equal Participation in the Labour Market* <sup>(12)</sup> was based on background information collected by the Fondazione Giacomo Brodolini for further processing by EIGE (for a description of the study see Annex 3). This report includes the main legislative and policy developments at EU level concerning maternity, paternity and parental leave, the latest available sex-disaggregated data for parental leave, for the time spent on paid and unpaid work, and for the accessibility and availability of care facilities for elderly persons, and also the use of available childcare services in the EU Member States. These issues are expressed as qualitative and quantitative indicators adopted by the EU Council.

## Women account for the majority of recipients of parental leave

The report shows that notwithstanding the fact that there has been significant progress in the extension of parental leave in Member States, **women account for the majority of recipients of parental leave**. The fathers' use of parental leave is particularly low if parental leave is organised along family lines (not as an individual and non-transferable right), and not well paid. The proportion of all parental leave allocated to employed men as compared with that allocated to employed women is a key indicator linking the reconciliation of work, private and family life to gender equality.

## Many children under three still lack childcare

The findings show that by 2009 only nine Member States had reached the Barcelona target <sup>(13)</sup> of 33 % for the provision of formal childcare for children under three years old. Nine other EU Member States had provided places in formal childcare for less than 10 % of children below the age of three.



*Review of the Implementation of the Beijing Platform for Action: Women and the Economy. Reconciliation of Work and Family Life as a Condition of Equal Participation in the Labour Market, Report*



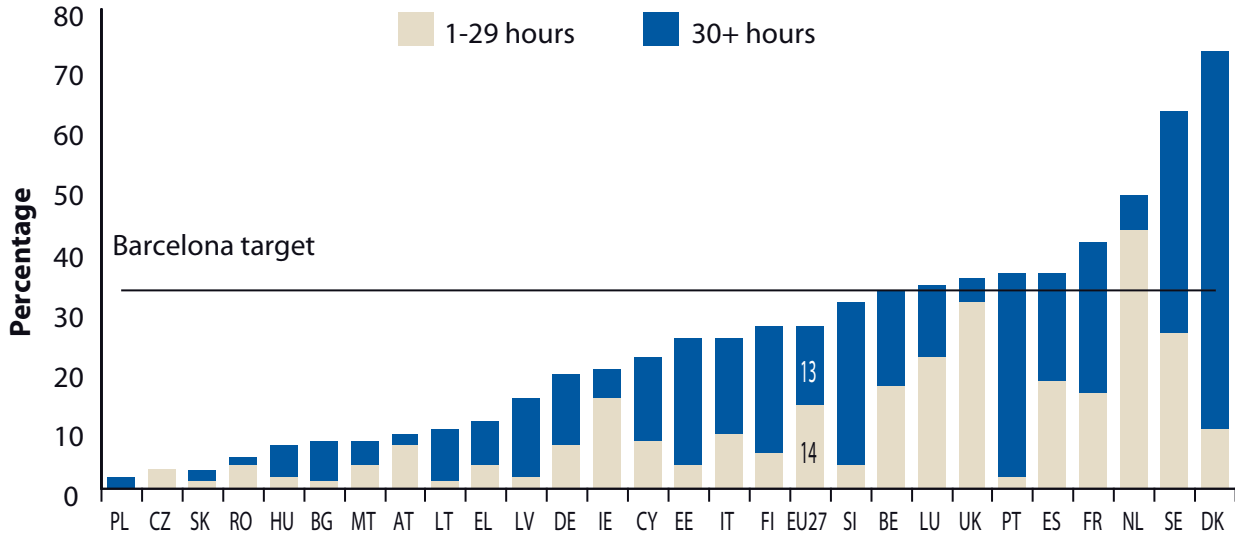
*Review of the Implementation of the Beijing Platform for Action: Women and the Economy. Reconciliation of Work and Family Life as a Condition of Equal Participation in the Labour Market, Main findings*

<sup>(11)</sup> For more information on the way EIGE's internal work is organised, see EIGE's Annual Work Programme 2011 and the Annual Activity Report 2011. These can be obtained from EIGE in print or downloaded from EIGE's website.

<sup>(12)</sup> The full report and the main findings are available on EIGE's webpage: <http://www.eige.europa.eu> and in print. The main findings are also available in German, French and Polish.

<sup>(13)</sup> In 2002, at the Barcelona Summit, the European Council set the targets of providing childcare by 2010 to: at least 90 % of children between 3 years old and the mandatory school age; and at least 33 % of children under 3 years of age.



**Proportion of children under 3 years of age in formal childcare 1– 29 hours and 30+ hours, 2009**

Source: EU-SILC.

**GOOD QUALITY CHILDCARE**

The importance of providing affordable and good quality childcare has been recognised at EU level as an important measure for increasing women's participation in the labour market and for fostering gender equality.

The lack of availability of formal childcare, for this age group, is detrimental to the reconciliation of work, private and family life, and particularly for the most vulnerable groups of women, who are exposed to higher risks at the re-employment stage after childbearing.

Furthermore, parents face ever-increasing difficulties when it comes to reconciling their work, private and family lives which can be explained by inconsistencies between formal childcare services and normal working hours. A lack of adequate, affordable, flexible and high-quality childcare services keeps many women from getting and keeping a job, ultimately compromising the gender equality process.

**Elderly care work is carried out mainly by women**

During recent years, the care for the elderly, especially the dependent elderly has gained an increased relevance and importance at EU level. The research shows that the vast majority of care for the dependent elderly is provided by the family (spouse, children, relatives) or friends or close neighbours. The estimated average rate of dependent elderly people receiving formal care in institutions in the EU-27 is around 14 %.

**LONG-TERM CARE**

Women are the main receivers of long-term care in the majority of EU Member States due to their longer life expectancy combined with the shorter percentage of their lives spent in good health.

Furthermore, the care work is carried out mainly by women, especially the 40s and 50s age group. The care responsibilities are likely to affect their capacity to reconcile work, family and private life. The loss of employment of women with care responsibilities for dependent elderly people is generally estimated to be around 10 %.

**EIGE's suggestions for the future**

The availability of harmonised and comparable statistical information provides the EU and the Member States with a reliable tool for assessing and monitoring development in relation to gender equality. It can be effectively used to raise awareness on the importance of reconciliation of work, family and private life to the achievement of gender equality goals in the European Union and beyond.

Stronger gender mainstreaming is recommended in national and international statistical systems, in particular, by developing gender data necessary for policy development, implementation, monitoring and evaluation. Given the difficulties and the cost of collecting new data, a stronger cooperation among the key players in data collection is suggested.

## Gender equality and climate change

Denmark, holding the Presidency of the Council of the EU during the first half of 2012, decided, in cooperation with the Commission, the High-Level Group on Gender Mainstreaming and EIGE, to review area K of the Beijing Platform for Action: Women and the Environment, focusing on gender equality and climate change and to propose indicators in this area.

### The first EU-wide report on gender equality and climate change

The second published report spotlighted in EIGE's work in 2011 is the *Review of the Implementation in the EU of area K of the Beijing Platform for Action: Women and the Environment. Gender Equality and Climate Change* <sup>(14)</sup>. This report was based on the background information collected by Milieu Ltd and Life e.V. for the Institute's use (for a description of the study see Annex 3). It reviews the progress made by the Member States in the implementation of objectives of area K: Women and the Environment. It is the first EU-wide report on gender equality and climate change that provides comparable data at EU level. The focus of this report is on women's participation in climate change-related decision-making in the public sector at national, EU and international levels, and segmentation of tertiary education by gender in scientific and technical fields. It additionally introduces the first indicators to support policymakers in measuring progress in climate change policies from the perspective of gender equality.

### Women and men affect climate change and are affected by climate change differently

#### CLIMATE CHANGE RESPONSE

To develop and maintain a sustainable and effective response to climate change, a gender approach and gender-sensitive indicators must be an integral part of all policies and actions at all levels.

Climate change is one of the key challenges of our times, and saving the climate for today and for future generations is one of the European Union priorities. Research shows that climate change affects women and men differently. Confronted with this challenge,

women and men also have different needs, priorities and possibilities, where the voice of women is not sufficiently heard and taken into account. Therefore, to develop and maintain a sustainable and effective response to climate change, a gender approach and gender-sensitive indicators must be an integral part of all policies and actions at all levels.

The analysis shows that despite the EU's leading role in advancing the international negotiations on climate change, the gender dimension has been largely absent from policy initiatives and debates at the European and international levels. The report reveals important links between gender and climate change as well as the necessity to take gender into account in policymaking in order to improve the overall responsiveness of climate change policies to the real needs of women and men, and society, in general.

### Participation in climate change decision-making

#### UNDER-REPRESENTED

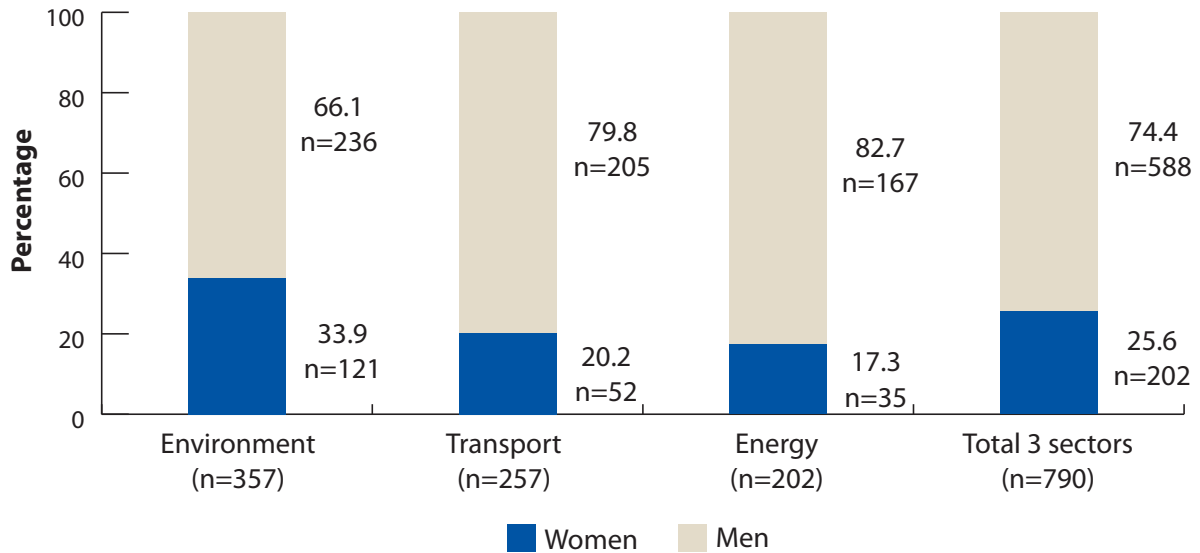
Women are under-represented in climate change decision-making at national, European and international levels.

The findings demonstrate that women's involvement in climate change decision-making at national, European and international levels is still low. The highest proportion of women in decision-making was identified at the international level, i.e. a 39% share of women in national delegations to the United Nations Framework Convention on Climate Change.

**At the EU level**, the proportion of women in climate change-related decision-making is 38%. The average share of women in the directorates-general (DG) of the European Commission related to climate change is close to 27%. In the Environment DG, women hold 25% of the high-level positions, while in the Mobility and Transport DG this figure falls to 13%. In the European Parliament the average representation of women is higher than in the European Commission, with 39% of women among the members of the Committees working on issues closely linked to climate change (Environment, Public Health and Food Safety; Transport and Tourism; Industry, Research and Energy).

<sup>(14)</sup> The full report and the main findings are available on EIGE's webpage: <http://eige.europa.eu/content/document/gender-equality-and-climate-change-report> and in print. The main findings are available in German, French and Danish.

### Women in high-level positions related to climate change in national ministries competent for environment, transport and energy, by sector, EU-27



Source: Data collected from Member States in August–October 2011.

At the **level of the Member States**, a first difference was found in the political and administrative levels of decision-making. Higher numbers of women were found at the middle management level among the heads of sectorial departments of national ministries than at higher political and administrative levels. Only 26 % of high-level decision-making positions in the national ministries responsible for environment, transport and energy sectors are occupied by women. Another difference is related to the horizontal comparison of the sectors. Women's representation in decision-making is higher in environmental ministries (34 %) compared with the sectors of transport and energy, where women's share of decision-making is only 20 % and 17 %, respectively.

### Gendered segmentation of education

#### PROPORTIONS IN EDUCATION

The proportion of women and men graduates is significantly different by fields of education.

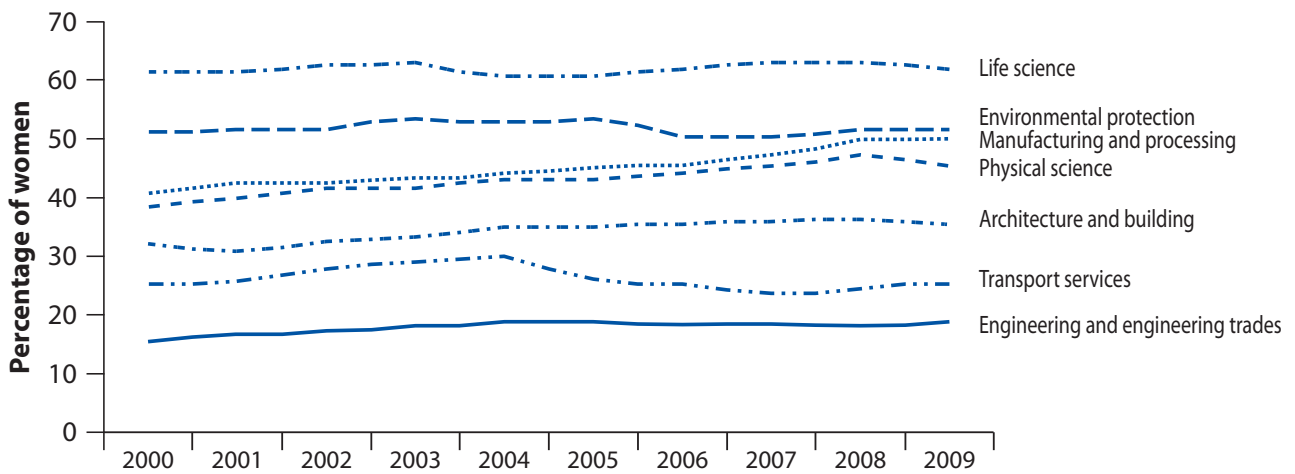
The report further shows significant differences in the proportion of women and men graduates in scientific and technological fields. In 2009, women represented only 28 % of the graduates in the technological fields, like architecture and building (36 %), transport services (26 %) and engineering and engineering trades (18 %). The educational choices of women and men are influenced by pre-existing gender stereotypes within the educational system, the lack of female role models in science and engineering, as well as a lack of gender-sensitive career counselling and guidance during upper-secondary education. Making the science fields more socially and personally relevant for female students and integrating cross- and multidisciplinary approaches in the science curriculum might attract more women to the subject.



If climate change policies are not targeted at all relevant consumers, they are likely to be less effective.



Women tertiary graduates in selected fields, EU-27, 2000–09



Source: Eurostat, Education Statistics (educ\_grad5).

**EIGE’s suggestions for the future**

The unequal representation and involvement of women and men in planning and decision-making has different implications and can exacerbate existing inequalities. It also shows effectiveness and efficiency: if climate change policies are not targeted at all relevant consumers, they are likely to be less effective.

Climate change is a broad field and cuts across many sectors as well as institutions. The work in this area could benefit from further research on the links between women’s participation in decision-making and the actual policy outcomes. Moreover, future research should also investigate other climate change-related sectors, which contribute significantly to GHG emissions and play a relevant role in climate change policymaking, such as agriculture, industrial processes and waste.

**EIGE’s database: ‘Women and men in the EU. Facts and figures’**

As the Institute is continually collecting data on women and men in the EU, its presentation and accessibility

to our wide group of stakeholders, in particular policy-makers, is imperative. The purpose of developing this particular database in 2011 was to present the data and background information about gender equality in the EU and its Member States in the context of the Beijing Platform for Action in the provision of support to the Presidency countries and for sharing the information with policymakers, researchers and other interested persons.

Laying the ground work for this task, two studies<sup>(15)</sup> were carried out to collect the information for the database. In addition to that, the Beijing Declaration and Platform for Action for Equality, Development and Peace (BPfA) 1995, EU policy documents and other relevant publications and reports were studied, and possible data sources that could contribute to enriching the database were assessed and analysed.

**BEIJING INDICATORS**

EIGE’s database ‘Women and men in the EU. Facts and figures’ provides a unique overview on the Beijing indicators and data availability. The database can be used by various target audiences, ranging from policymakers to researchers.

<sup>(15)</sup> The background information was collected by Alphametrics Ltd and Istituto per la Ricerca Sociale (IRS) for the use of the European Institute for Gender Equality.

Take advantage of the database, if:

- You are interested in what the declaration of the Beijing Platform for Action is and you are looking for data and information in relation to the 12 areas of concern.
- You follow the progress of gender equality at EU-27 or the Member State levels based on the Beijing indicators.
- You want to compare the situation of gender equality among Member States.
- You want to understand how the indicators are calculated and how or what is possible to measure.
- You are looking for various sources of data on gender equality.
- You want to identify gaps of data at EU and Member State levels.

### There are 62 data maps presented

Information about the indicators: quantitative indicators, qualitative indicators and data availability have been included in the database. The figures were pre-

sented in all cases where the required data were available; namely, it was possible to calculate the indicator in exact accordance with the adopted Council conclusion. In addition to that, the data gaps were also identified. Overall, data are presented for 43 indicators, which currently amount to 62 data tables.

Moreover, for some qualitative indicators where it was not possible to present numerical figures (because these indicators are qualitative, not quantitative), additional information about possible data sources was published under 'Published' and 'Notes' providing further information about possible data sources.

Nineteen (19) indicators have never been calculated at EU level and data are not available. For twelve (12) of them, some proxy data can be used for analysing the situation, and additional information about possible proxy data was published under 'Notes'. For seven (7) indicators, the proxy data is not available. Identification of data gaps is useful for future data collection exercises.

Access to the database from EIGE's homepage: <http://www.eige.europa.eu/>



Women and men in the EU  
Facts and figures

The data collected in December 2011 is available on EIGE's website:  
<http://www.eige.europa.eu/content/women-and-men-in-the-eu-facts-and-figures>

A screen shot from the database within area G, presenting one of the indicators.



**The database is organised by areas and by adopted indicators under that area**

The following information has been collected and published for the areas: an overview of the critical area of concern; the strategic objectives on that critical area; an overview on the development and review of the indicators on the critical area of concern; and finally, the list of developed and adopted indicators.

Further to that, a list of relevant and publicly available policy documents and reports and/or publications has been added under 'Resources'.

For the indicators, the following information has been collected and published: available data – the map, figures

and data tables; the concept for the indicator and calculation rules; the data source; the reference to the original data source, and finally, additional notes, which should be taken into account when the indicator is used or analysed.

**New data — supplemented twice per year**

EIGE aims to integrate new data into the database following each Presidency of the Council of the European Union, when a selected area of concern of the BPfA is analysed. The data itself is derived from Eurostat, the European Commission, and Eurofound as well as Presidency reports, etc. Notwithstanding that, a global revision of the entire database will be done once every two years. A new publication <sup>(16)</sup> about existing indicators and statistics on gender equality in the European

A description of one of the areas.

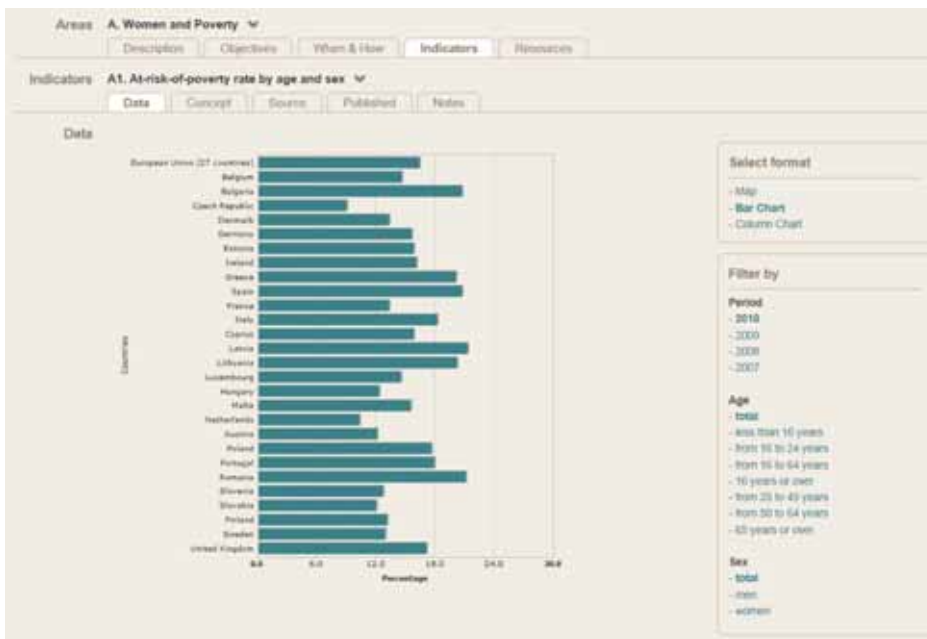


<sup>(16)</sup> The publication is based on background information collected by Alphametrics Ltd for the use of the European Institute for Gender Equality.



Union will be published in 2012. This review will present and assess the existing Beijing indicators adopted at the EU level: what indicators exist and how they relate to the issues of concern identified in the BPfA; the quality and relevance of definitions; the availability and quality of data for calculating indicators, and lastly, how the results are disseminated. On top of that, an overview on

the current situation at the level of the European Union will also be presented. This EIGE-exclusive product will be the first publication of its kind that will present all of the adopted and up-to-date Beijing indicators. The Institute expects the publication will serve as an important tool to a wide audience.



The presentation of data in a bar chart format.

# Measuring **progress** of gender equality in Europe

Equality between women and men is a fundamental value of the European Union, enshrined in its Treaties<sup>(17)</sup> and in the Charter of Fundamental Rights of the European Union. The Council of the European Union acknowledges that gender equality is vital to economic growth, prosperity and competitiveness, and reaffirmed its commitment to fulfil EU ambitions on gender equality through the adoption of the 'European Pact for Gender Equality (2011–20)'<sup>(18)</sup>. The recognised importance of gender equality in the European Union translates into the development of policies.

## Why EIGE's Gender Equality Index?

In order to demonstrate the success of promoting gender equality and the areas where inequality meets the biggest gaps in each Member State, the European Commission proposed in their Action Plan of the Commission Strategy for Equality between Women and Men 2010–15 to develop a Gender Equality Index (GEI).

### The Strategy for Equality between Women and Men, 2010–15 (\*)

Actions foreseen in the work programme of the European Institute for Gender Equality

Outputs	Who?	When?
Develop a Gender Equality Index	EIGE	2012

(\*) *Actions to implement the Strategy for Equality between Women and Men 2010–15, Accompanying the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee of the Regions — COM(2010) 491; SEC(2010) 1080.*

The significance of the GEI as a common assessment tool was recognised for the first time by the European Commission in its policy document The Roadmap for Equality between Women and Men 2006–10, which advocated the creation of an instrument to measure gender equality. This measurement would be achieved through the construction of a composite indicator used as an effective communication tool to highlight issues related to gender equality, and not an end in itself. This composite indicator should not be expected to answer theoretical questions or replace in-depth research, but it should provide an arena for debate and the promotion of policy and research. The elaboration of the Gender Equality Index is one of the Institute's major assignments attributed to it in its Mid-Term Work Programme 2010–12.

The GEI is being developed with a specific aim: to encourage the development and monitoring of policies that support the EU's commitment to achieve gender equality. It is therefore essential that a GEI at this level be closely aligned to EU Treaties and policies. Existing indices have either an international or a national focus and they reflect priorities that do not necessarily match the objectives and goals of EU gender equality policy. Therefore, in line with its policy foundations, the objectives of the GEI are not only to measure gender equality throughout the Member States and the EU. It also aims to permit an analysis of gender equality both over time and geographical areas; to give more visibility to the situation of women and men in the Member States overall and in selected domains of gender equality, and to support the evaluation of the degree of effectiveness between different measures and policies implemented in the field of gender equality.

<sup>(17)</sup> Articles 2 and 3(3) TEU and Article 8 TFEU.

<sup>(18)</sup> Council conclusions on the European Pact for Gender Equality for the period 2011–20. [http://www.consilium.europa.eu/uedocs/cms\\_data/docs/pressdata/en/lsa/119628.pdf](http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/119628.pdf)



## Conceptual framework

In order to build the Gender Equality Index, EIGE began developing a conceptual framework in 2011 that reflects gender equality at the EU level. Gender equality holds a diversity of meanings, thus defining it is not just a task of impartially describing a certain phenomenon, but of constituting or deciding on a certain approach. A fundamental prerequisite in the development of the index is that it must be based on a sound conceptual framework and not only data requirements. Gender equality is a complex and multi-dimensional subject, which the GEI aims to synthesise.

Throughout the development process, EIGE focused substantially on the first step related to the conceptual framework. To develop a sound and solid conceptual framework, EIGE established a working method consultation with key stakeholders who are working with and have extensive expertise in gender equality. In the first quarter of 2011, EIGE engaged a discussion with its Working Group on the GEI, established to provide technical advice to the Institute, as well as with pertinent international organisations (International Labour Organisation – ILO, the Organisation for Economic Cooperation and Development – OECD, UN for Economic Commission – UNECE, Social Watch and the European Union Agency for Fundamental Rights – FRA), aiming to share their direct empirical experience in measuring gender equality.



Social partners like the European Trade Union Institute (ETUI) and civil society organisations like the European Women's Lobby (EWL) and the European Network of Equality Bodies (Equinet), are actively involved in the discussion for the selection and combination of the relevant domains, sub-domains and indicators within a meaningful theoretical framework for the GEI.

## Statistical Information System

The second step towards the construction of the GEI deals with data selection. Since one of the main tasks of the Institute is to work in the areas of coordination, centralisation and dissemination of research data and information, EIGE is developing for its stakeholders and wider public a database on gender statistics – a centralised source of gender equality-related indicators and variables. These data will be collected into a fully functional statistical information system. To ensure the quality of the database, the Statistical Information System (SIS) will primarily be based on reliable and comparable sex-disaggregated data at the EU level. The database will also contain non-comparable national, regional or municipal data, which will bring an additional added value for different user groups, although the limitations of the data will be flagged up to users. EIGE's database on gender statistics will be open to the public and will provide tools for extracting data, performing analyses and presenting it in a variety of formats.

The index itself will be calculated in 2012.

# Supporting effective **polycymaking** and **implementation**

## Collecting and processing methods and practices for gender equality work

### Why gender mainstreaming tools and methods?

Making gender mainstreaming possible is a complex task, and the rate of progress achieved is not uniform across the EU. EIGE plays its role in providing tools to allow progress towards the concrete implementation of gender mainstreaming <sup>(19)</sup>.

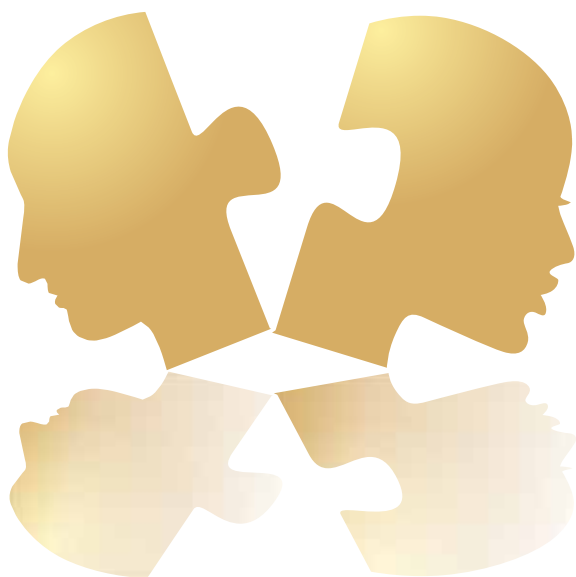
Gender mainstreaming (GM) is not a goal in itself, but **a strategy to achieve equality between women and men**. It is applied to integrate gender concerns into all policies and programmes of European Union institutions and the Member States. It is also **a process of change/transformation**, which implies that all actors involved in policymaking integrate gender equality concerns in the planning, implementation, monitoring and evaluation

of all policies, programmes and activities they develop and implement. Therefore, gender expertise must be organised into the policy process as well as becoming part of the professional knowledge for policymakers and implementers. Access to information on the existing gender mainstreaming tools and methods facilitates the process of capacity development.

EIGE's stakeholders found that the Institute would add value to their activities by sharing good practices in relation to gender equality and gender mainstreaming. The findings in the second *ex ante* evaluation of the Institute express that 'as some Member States perform better than others in relation to gender equality, collecting good practice examples would provide support to policy reforms and/or to undertaking new actions' <sup>(20)</sup>.

In response, EIGE established a programme on Methods, Tools and Good Practices for gender equality and gender mainstreaming. EIGE's work in this field is built on logical progression: 'Collection of information on methods, tools in Gender Mainstreaming → processing of information → selection of good practices → dissemination of information'.

Building on the work carried out in 2010 <sup>(21)</sup> and based on the findings of the *ex ante* evaluation, EIGE identified three priority areas for its work with Methods, Tools and Good Practices (MTGP): (1) the development of standards and objective criteria for the classification of 'good practices' in gender mainstreaming, (2) the development of a systematic approach to one selected tool identified as one of the most important tools for gender equality and gender mainstreaming (i.e. gender training), and (3) the area of concern of the BPfA selected by the EU Council Presidencies.



<sup>(19)</sup> 'The development of tools and methods in relation to gender mainstreaming is another 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.' *Second Ex Ante Evaluation of EIGE focusing on the Institute's specific objectives and operations: Final report.* GHK in association with Fondazione G. Brodolini, 2011) p. 10.

<sup>(20)</sup> *Second ex ante evaluation*, p. 29.

<sup>(21)</sup> See EIGE's Annual Report 2010, available here: <http://eige.europa.eu/content/important-documents>



## What are good practices in gender mainstreaming?

Good practices in gender mainstreaming are part of an array of tools that can be used to increase gender equality. For instance, training materials can be considered good practices if they show that gender mainstreaming can be carried out with available or limited resources, and allows easy reproduction of the result (i.e. increased gender equality). Good practices are also a technique to disseminate knowledge, they can be used to integrate a gender equality perspective in policymaking, they show various approaches, and there is the possibility for replication.

In 2011, EIGE began formulating a working definition of Good Practice in Gender Mainstreaming, and the conceptualisation of a long-term programme for the collection, processing and dissemination of good practices for gender equality and gender mainstreaming. During a conference <sup>(22)</sup> EIGE held on 'Good Practices in Gender Mainstreaming – Towards Effective Gender Training' in the fourth quarter of the year, it presented its first idea of the working definition of good practices for gender mainstreaming, a methodology allowing the identification of existing gender mainstreaming good practices, and the first examples of good practices in the area of gender mainstreaming training programmes. For EIGE, a good practice in gender mainstreaming would include any procedure that 'works well' in terms of actions, methods, strategy, and is also part of a wider strategy for gender mainstreaming. A good practice in gender mainstreaming should reflect all activities/initiatives undertaken by the relevant actors in support of the gender mainstreaming approach/strategy and should also stress the long-lasting effect(s) of gender mainstreaming objectives, like the capacity to bring about lasting change.

### EIGE's work with gender training

Gender training builds capacities and provides people with awareness, knowledge, and practical skills. It also motivates them to put gender mainstreaming in practice, thus enhancing gender equality. To be effective and produce results, however, gender training needs to be integrated into the other tools applied by organisations or the public sector. It does not produce results in itself as training is an 'enabling' tool.

In 2011, EIGE set out to achieve two things:

- To establish a database of gender trainers and training institutions in the EU-27 to enable the Member States to use existing resources effectively and build links between the community of training practitioners and policymakers.
- To collect and disseminate good practices on gender training to the targeted audience.

To help achieve these goals EIGE conducted a study on gender training in the EU. The objective of the study was to develop a better knowledge base on gender training, collect and provide information related to gender training across the EU-27 and Croatia. It also aimed to foster the discussion on the development and acceptance of the minimum quality standards for gender training within the European Union.

The Institute's initiative in this field aims at bringing about a wider acceptance of gender training as a necessary tool for the effectiveness of gender mainstreaming strategies. It builds on the wide, fragmented experiences in the EU with gender training; creates a pool of practical information; facilitates critical reflection on the quality of such training; brings together different actors; facilitates knowledge transfer, and increases the capacity of those involved in setting up effective gender training programmes. At the 2011 conference <sup>(23)</sup>, EIGE also presented information about its future plans in this area to its wide audience of representatives from various EU Institutions and Member States.

### Collecting methods, tools and good practices in the selected areas of the BPfA

In order to offer the widest possible support to EIGE's work on data collection in the framework of the Beijing Platform for Action, the Institute enlarged its approach in 2011 to include the collection of information on MTGP from the selected area of concern of the BPfA. The first study focuses on area D of the Beijing Platform for Action, Violence against Women, selected by the Cypriot Presidency of the Council of the EU (July–December 2012). EIGE began developing databases on actors active in the field of prevention of domestic violence, existing training on the prevention of gender-based violence, anti-violence awareness-raising campaigns, and methods for victims' support used in the EU-27.

<sup>(22)</sup> Held in Brussels in November 2011.

<sup>(23)</sup> *Good Practices in Gender Mainstreaming – Towards Effective Gender Training*, organised on 28 November in Brussels, Belgium.



Once the results of the study are final, EIGE will collect, process and disseminate information on methods, tools and good practices.

### Addressing gender stereotypes

At the end of 2011, the Institute finalised a study of 'collected narratives on gender perceptions in 27 EU Member States', the aim of which was to collect real-life stories from around Europe, reflecting gender representations in the daily lives of women and men. Despite its limits in size, the study identified certain patterns of gender-stereotypical thinking and behaviour. It also attempted to identify the so-called 'triggers for change', that are possible ways of how and why people change how they think about gender roles and attributes.

Through face-to-face interviews with people in all of the Member States, a rich database of stories was compiled. This database forms a valuable resource for analysis and future research in this area. The database consists of 514 stories (stored in their original language) offered by 216 individuals throughout the EU. Key fragments of each of the stories are available in English. The rich data pool offers the potential for future use by researchers, policymakers, educators or other actors interested in exploring and debating the correlation between the normative symbolic nature of gender stereotypes and the empirical reality. Among other issues, this study suggests a need for further research on gender stereotypes and perceptions, including primary socialisation as possibly having higher relevance than is currently believed by some theorists; gender in sports; a comparison of present qualitative research with quantitative data from existing studies. Also more longitudinal studies on the subject of gender stereotypes are needed in order to deepen the understanding of how these relate to changes in society and of how breaking stereotypes can advance gender equality.

The information provides a rich source for developing awareness-raising materials about gender stereotypes for a variety of target groups. In 2012, EIGE plans to make the database of collected stories accessible to the researchers or other interested actors in Europe, and so contribute to a collective endeavour to push forward gender equality in Europe. The far-reaching effects of stereotypes that are reported are overwhelmingly negative, mostly for women but also for men.

A few examples best illustrate the conclusions reached by the study:

People often fail to track the influence of gender stereotypes in their own lives, thus, considering that most of the choices they make escape societal influence. Interestingly enough, some respondents only became aware of something being a gender stereotype while giving the interview for this study. This clearly shows how the perspective from which people look onto their lives can rather easily change, and alert others to the fact that much more effort needs to be put into raising gender awareness.

'Violations' of gender norms do not go unsanctioned. Once an individual's appearance or behaviour steps over the accepted gender boundaries and thus is contrary to the gender stereotype, one might be denied an aspiration to occupation or position, be undeservedly devalued or faced with unequal standards.

'I have briefly been an instructor for driving all-terrain vehicles, because I like driving, I enjoy it and I guess I am a pretty good driver (...) those who wanted to learn how to drive on this rugged training ground were mostly men. So it happened that one of my customers came and asked for the instructor. And I answered 'I am the instructor', and for some of them it was difficult to accept, and they eventually refused to drive with me, because they didn't want to learn to drive from a woman.' **(Czech woman, aged 38)**

'Because [as a police woman] I had worked three years earlier in (this neighbourhood), I had been asked to return to (this neighbourhood), and then I was told that this would not be possible because they needed 'men with balls' there. And I, as a woman, would not be able to do anything there, my approach would be too soft, and it had to be finished talking with the people, it had to be the rough-and-ready way. And for that, I would... I would not fit that picture.' **(Belgian woman, aged 38)**

'... It is still popular to ask "how much do you earn?" and everyone knows that the husband earns less than the wife ... I think he would not be bullied severely. However, everyone would always try to make a joke out of his situation ' **(Lithuanian man, aged 24)**



'I think that when you are a girl at school it is very hard — I found it very hard to fit in. Because I was never really very "girly" ... God forbid there could be just a girl who doesn't want to wear tons of make-up and stuff.' **(a woman from UK, 19 years old)**

People's stories made it clear that gender stereotypes very often function as mechanisms and they are reproduced and reinforced by a long line of social institutions and interactions.

Despite the fact that both male and female respondents seem to have quite negative attitudes towards traditional masculinity, which they regard as mainly suppressive and aggressive, new 'softer' masculinities still face a lot of superstition and negative reactions.

'... If you asked me if I would stay at home with the kids and she would go to work, I find this unimaginable and I wouldn't like this ... In fact, yes, this would be humiliating for me to know that my wife is the breadwinner. But also because I think that children need their mother more in the early years than their fathers.' **(Hungarian man, aged 22)**

Even though gender roles and perceptions have changed over the last decades, the stories reflect 'degrees' of change: some change is only superficial (for example, when husbands help their wives wash the dishes), other changes are much more profound. Gender relations are under constant (re-)negotiation and the profound changes are always linked to a re-distribution of the underlying power structures.

It seems that the conscious and unconscious choices made by parents hugely affect their children's lives. A very high number of respondents in the study pointed to their upbringing as a major explanatory factor for their own gender perceptions: either because they have adopted similar views of the ones transmitted to them by their parents or because they have consciously rejected these models and adopted different ones.

### **Working on men and gender equality**

EIGE set out to work on men and masculinities as a horizontal theme in 2010 <sup>(24)</sup>. In 2011, the Institute mapped information necessary to compile an online database on men and gender equality, spanning across

the 27 European Union Member States. The database, accessible through EIGE's Resource and Documentation Centre from May 2012, presents relevant stakeholders that are active in engaging men in gender equality work. It will allow for better cooperation in and between EU countries, aiming at involving men in the promotion of gender equality within the European Union. The database covers 241 organisations and 67 individuals, and provides comprehensive information on their organisational forms, methods, tools and approaches. It includes the name, address and contact details of the organisation /individual; the type of organisation; the theme, target groups; work methods and approaches; aim/purpose; activities on men and masculinities; conferences, and materials.

The research team provided commentary on the collected information and identified several examples of good practice. The standpoint in the report is directed at showing gender equality to be about realising the



<sup>(24)</sup> See EIGE's annual report 2010, and the 'Background study on the involvement of men in gender equality'.

potential of women and men equally and men as able and expected to contribute positively to the eradication of gender inequalities. This must involve both strategies for personal change and action to reform the unequal gendered social structures, institutions and practices at the root of gender inequalities.

When observing men's apathy or resistance to change in the direction of gender equality, the research team identified obstacles to the involvement of men in gender equality. For example, in some countries gender equality is not at all on the public agenda and when it is, it is often seen only as a 'women's issue'; accordingly attempts to engage men in gender equality strategies were sometimes regarded as a distraction from the fundamental task of empowering women. The lack of positive male role models in society and the media is also something that undermines men's confidence to get engaged in gender equality, especially in a professional way. This initiative has also provided important insights with regard to EIGE's possible future activities in the area.

'Making these men visible for other men and the whole society has also a strong awareness-raising role, and can make other people believe that it is not awkward to deal with gender equality issues as a man, and also strengthens the "hiding" men.'

**(Judit Takacs, Institute of Sociology, Hungarian Academy of Sciences, Budapest, Hungary)**



# Addressing **gender-based violence** (GBV) <sup>(25)</sup>

## Data gaps in the area of gender-based violence

Gender-based violence <sup>(26)</sup> is one of the critical areas where there is a considerable lack of comparable data at European and Member State levels. EIGE's work began with a **study to identify and map existing data and resources on sexual violence against women in the EU and Croatia**.

### THE STUDY MAPPED:

- over 30 accessible guidelines, handbooks, training programmes, manuals and other materials for professionals dealing with sexual violence, such as police, prosecutors, judges, forensic examiners, social workers, health practitioners, etc.;
- over 50 sets of material designed for victims of sexual violence, developed by both governmental and civil society bodies;
- over 30 awareness-raising campaigns and NGO reports on gender-based violence and sexual violence;
- over 100 governmental and civil society actors working on sexual violence in the EU;
- over 100 international and national research studies and resources on sexual violence.

The main findings of the study showed that:

- There is a lack of available and systematically collected data specifically on sexual violence.
- Most often, criminal statistics are not gender disaggregated, or separated by types of sexual violence, making it impossible to discern the cases of sexual violence committed against women. Moreover, official sources of data generally do not

provide information on the relationship or links between aggressors and victims.

- Official criminal statistics on sexual violence are not easily accessible, centrally stored or published in the EU countries, but rather scattered among various state actors.
- There are significant differences between the Member States in providing materials for victims of sexual violence and for professionals dealing with it.
- While some Member States have several actors and resources on sexual violence, others are lacking specialised services and materials.

## Female genital mutilation (FGM)

Another important area in which reliable and comparable data is missing is that of female genital mutilation. As it is extremely difficult to assess the prevalence and scope of this phenomenon, the Institute has commissioned a **study to map the current situation and trends of female genital mutilation in 27 EU Member States and Croatia**. The aim of the study is to support and contribute to the future development of strategies for the elimination of different forms of violence against women, among them, FGM. The study focuses on:

- current policies and policy developments on FGM at EU level and at national level;
- current actors, their activities and good practices with regard to prevention of FGM, clinical care for women with FGM, protection and prosecution;
- existing data;
- gaps in data collection and recommendation on how to fill the gaps.

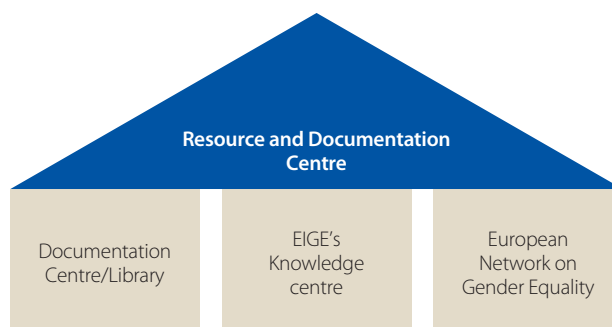
<sup>(25)</sup> All identified resources will become part of the RDC.

<sup>(26)</sup> The ex ante evaluation showed that the Member States referred to GBV as one of the priorities for EIGE.

# All **resources** under one roof

## EIGE's resource and documentation centre <sup>(27)</sup>

The Institute's Resource and Documentation Centre (RDC), will serve as a unique product benefiting users across the entire EU and beyond. Those working in the field of gender equality recognise that finding information on gender equality issues is difficult. Several reasons contributing to that are that a lot of the information is scattered all around Europe, that there is a large variety of sources, and the information or data is difficult to compare; it's not harmonised. Thus, EIGE has set out on a long-term quest to create a state-of-the-art Resource and Documentation Centre, which will house the most important resources on gender equality under one roof, and that will provide, electronically, access to a wealth of information which is currently not always easily available upon demand.



In order to build this unique construct, EIGE developed a structure containing an information repository (the first pillar of the illustration below), a place where EIGE's expertise is publicly available (the second pillar, i.e. the knowledge centre), and a platform through which information and views can be exchanged (the third pillar, i.e. the European Network on Gender Equality).

Within the first pillar of the RDC, EIGE expanded the **global online catalogue of digital documentation resources**, placing special focus on collecting policy and research documents, as distribution of these resources is often very limited. This so-called 'grey literature' <sup>(28)</sup>, constitutes an important and irreplaceable part of the RDC, as there is nothing comparable that exists in Europe. The Institute's collection is classified into four main parts: the core collection on gender equality, geographic area, the EIGE collection and the Serials <sup>(29)</sup> collection. The data collection is arranged by country/area and organisation <sup>(30)</sup>.



Documentation Centre/Library (the first pillar)

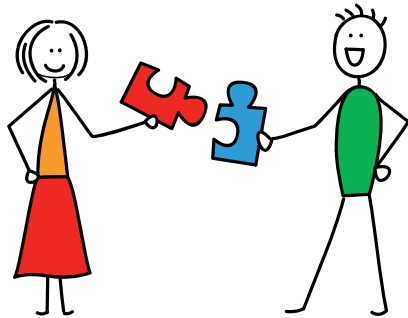
<sup>(27)</sup> EIGE's RDC uses the Library Management System Aleph and the public interface solution PRIMO. For a detailed overview of the different technical steps taken, see EIGE's Annual Activity Report 2011.

<sup>(28)</sup> 'Grey literature stands for manifold document types produced on all levels of government, academics, business and industry in print and electronic formats that are protected by intellectual property rights, of sufficient quality to be collected and preserved by library holdings or institutional repositories, but not controlled by commercial publishers, i.e. where publishing is not the primary activity of the producing body.' (Prague definition, 2010 — [http://en.wikipedia.org/wiki/Grey\\_literature](http://en.wikipedia.org/wiki/Grey_literature)).

<sup>(29)</sup> EIGE's serials collection (SER) was created mainly with around 40 titles of Academic journals by the end of 2011.

<sup>(30)</sup> EIGE subscribed to two bibliographic databases on gender topics from EBSCO (Gender Studies database and Women's Studies International available from: <http://search.ebscohost.com>).





### Linking existing resources

As information on gender equality is already hard enough to find, the Institute intends to avoid overlap and create added value by enabling centralised access to the existing resources and information sources. In order to do this effectively, EIGE launched a pilot project in 2011 so as to develop common standard requirements, which allow for searches and uploading of external data stored at various information and resource centres. This project (in its initial phase) links five EU documentation centres and the resources they host on violence against women. The catalogues made available under this project will be accessible through Primo, which provides an interface for searching for resources in EIGE's library. The most challenging element of this project was finding one technical language that could harvest the data from the five different partner library systems and harmonise it in EIGE's unique catalogue, easing searches and result projection for the RDC's users.

In summary, this project established the basis for the categorisation and classification of the resources available at EIGE, and it enables the user to conduct searches for materials and information among the collections of all of the partner libraries and documentation centres through the use of just one web-based interface, hosted exclusively by EIGE.

EIGE's five partners <sup>(31)</sup> are: AMAZONE, the Humboldt University's gender documentation centre, Cid-femmes, Kvinnsam and Aletta. All partners, with the exception of Cid-Femmes, are a part of the WINE-network <sup>(32)</sup>.

### EIGE's internal expertise

Under the RDC's second pillar is '**EIGE's Knowledge centre**'. It is the 'brain' of the RDC, which enables the dissemination of processed and analysed material on EIGE's research, and effective methods, tools and good practices on gender equality and gender mainstreaming. Here, all of the results of EIGE's work (reports, studies, databases and so on) are made available online.

### Networking between many actors

**The European Network on Gender Equality** (the third pillar) is being designed as a space where, in the near future, all of EIGE's partners, body members, and experts/members of different thematic networks will be able to meet virtually to exchange knowledge, and raise awareness on specific issues in the gender equality field. Development and preparatory work for the Network began in 2011 and will continue into the following year. The European Network aims at facilitating dialogue among EIGE's thematic networks, EIGE's stakeholders and a wider interested community. In 2012, development of the Network will progress gradually while rolling out varying features. The Institute looks forward to finalising this distinct product and launching the Network at the tail end of 2012 or possibly early 2013.



<sup>(31)</sup> All these documentation centres work with one of the following Library Management systems: Faust 6, Aleph, VTLS Virtua and Adlib.

<sup>(32)</sup> WINE = Women Information Network Europe.

# Awareness-raising, networking and communication

Striving towards efficiency and building upon synergies identified during the latter half of 2010 when EIGE officially launched its operational activities, the Institute's Communications and Stakeholders' teams both drove their efforts in developing awareness-raising initiatives, holding networking and communication events over 2011. Throughout the year, EIGE presented its work at quite a few large-scale conferences and events<sup>(33)</sup>, in network meetings<sup>(34)</sup>, produced and distributed several EIGE-specific publications<sup>(35)</sup>, and highlighted its newsworthy activities in short reports and briefings published on its website.

## A communication strategy to support EIGE's focal areas

In an attempt to maintain a good flow of communication between EIGE and the EU institutions, Member States, our stakeholders and partners in 2011, the Institute began developing its initial communication strategy, outlining detailed awareness-raising activities, networking and communication initiatives through a mix of tools for its:

- (i) external audience – all stakeholders and users; and
- (ii) internal audience – all staff members and the bodies of EIGE.

When searching for quality input for the strategy, media and communications experts from across the EU were engaged in developing the strategy by means of a series of regional consultation meetings (journalist consultation meetings). The participants were select groups of jour-

nalists, strategy consultants and gender equality media experts. Five consultation meetings were held over 2011, in the following cities: Budapest, Berlin, Marseille, Copenhagen, and Vilnius. These meetings were specifically held in these cities so as to draw in a higher number of participants from the surrounding countries, enabling the best possible geographical and contextual mix.

Optimising EIGE's work internally, the foundations for an efficient intranet system were put in place, the first version of which was tested in 2011. A study on the exact needs and requirements for EIGE staff was executed in the second half of the year, on the basis of which construction of the intranet was started. The final intranet product will be up and running in 2012.

## EIGE'S website and social media

The Institute's provisional website, which was developed in 2010, was updated and replaced in 2011 by a new website that is constantly updated with the developments taking place at EIGE and its new products. It also encompasses and highlights the main elements of the Institute's developed visual identity (logo, colour palette and graphic elements). In order to keep abreast of trends and interests, EIGE also monitors the overall number of visitors on the website and in various social media platforms. The European Institute for Gender Equality is ranked in the top five of EU agencies on the popular social media platform Facebook. Through its presence on social media networks, EIGE has also managed to attract a younger audience that is dedicated to following and supporting – by sharing via Facebook – gender equality initiatives.

<sup>(33)</sup> EIGE's Good Practices in Gender Mainstreaming — Towards Effective Gender Training, Brussels, Belgium; the 5th EU anti-trafficking day conference, 'Together Against Trafficking in Human Beings,' Warsaw, Poland; the 4th Annual Fundamental Rights Platform meeting, Vienna, Austria; the European Commission's conference, Equality between Women and Men, Brussels, Belgium; Exhibition — 'EU Agencies: The way ahead,' Brussels, Belgium.

<sup>(34)</sup> The Journalists' and Stakeholders' consultation meeting held on 8 March in Budapest, Hungary.

<sup>(35)</sup> Some notable publications are on our website: <http://www.eige.europa.eu/content/important-documents>



#	EU agency	Number of 'likes'*
1	European Aviation Safety Agency (EASA)	5 090
2	European Union Agency for Fundamental Rights (FRA)	3 541
3	European Environment Agency (EEA)	2 363
<b>4</b>	<b>European Institute for Gender Equality (EIGE)</b>	<b>1 502</b>
5	European Foundation for the Improvement of Living and Working Conditions (Eurofound)	1 025
6	European Centre for the Development of Vocational Training (Cedefop)	1 013
7	European Training Foundation (ETF)	895
8	European Agency for the Management of Operational Cooperation at the External Borders (Frontex)	563
9	European Police Office (Europol)	405
10	European Centre for Disease Prevention and Control (ECDC)	256

\* Collected on 19 October 2011

## Women of Europe Resource Pool and Women Inspiring Europe Calendar (WIE)

Following up on its planned activities, the Institute continued its work in 2011 in presenting positive role models and promoting the success and achievements of women, who offer inspiration to others for meaningful action. All the while, the collection of experts and candidates for EIGE's Resource Pool continued to grow throughout the year.

The Institute received over 80 women nominees to be featured in the 2011 calendar, some of whom were nominated by national gender equality bodies, embassies, research centres, collective votes of civil society organisations and social partners.

In an attempt to increase the use and interest in the 'Women Inspiring Europe' calendar, more facts and figures on the relevant areas were collected, together with articles and short video reportages about the experiences of the 12 chosen women, which were published on EIGE's website and disseminated via social media.

Since January 2011, a separate webpage dedicated to the 'Women Inspiring Europe' calendar has been actively promoting the initiative and inviting nominees for subsequent calendars and candidates with whom to supplement the resource pool. By the end of 2011, EIGE had distributed the WIE 2012 calendar to 9 000 stakeholders and organisations.

## E-publications

EIGE's online e-publications, such as the Women Inspiring Europe Calendar, were available online as of January 2011 and have attracted the attention and appreciation of many web visitors. In close cooperation with EIGE's Stakeholders' team, the Communications team produced a calendar that notes European gender equality events, which has been on the Institute's website since July 2011. This convenient and informative calendar offers its users updated online information about EIGE's and other European gender equality-related events and meetings.

Highlighting the achievements of women and the impact of their participation in society and public life, EIGE supported a conference called 'Women Enhancing Democracy' that was held in Vilnius on 31 June 2011.

The speeches, testimonies and practices of around 130 world famous women leaders from 40 countries were broadcast live, under the events heading at EIGE's website, attracting over 300 viewers. During the conference, Margot Wallström, Special Representative of the UN Secretary-General on Violence Against Women, Speaker of the Latvian Parliament, Solvita Āboltiņa and Maud Elisabeth Olofsson, the Swedish Minister for Enterprise and Energy were interviewed as positive roles models in leadership and management and featured in a short video that can be found on EIGE's exclusive YouTube channel.



## EIGE Stakeholders and Partners



*The 'Women Enhancing Democracy' conference was an initiative of the two Heads of State, Ms Dalia Grybauskaitė, Lithuania (right) and Ms Tarja Halonen, Finland (left). The opening session was moderated by EIGE's Director, Ms Virginija Langbakk (centre).*

### How to widen and strengthen partnerships with EIGE's stakeholders?

The pooling of efforts and knowledge for the promotion of equality between women and men is crucial for EIGE because it's our business and we continually strive to collect and disseminate the best and most innovative information available in the field. Establishing effective cooperation and partnerships with stakeholders at various levels and creating the conditions for a network through which to share competence and experience is a paramount task for the Institute, and the underpinning of this was done in 2010. Throughout 2011, EIGE continued to strengthen existing cooperation and dialogue with its main stakeholders and further developed contacts with other relevant organisations.

Throughout 2011, EIGE accommodated a number of requests for visits from delegations of stakeholders interested in EIGE's work and in sharing experiences in promoting equality between women and men in Europe. For example, the European Women's Management Development (EWMD) and the Nordic Gender Institute (NIKK) were among the groups that visited the Institute.

To highlight the 100th year anniversary of International Women's Day, EIGE organised and hosted a series of events on 8 March 2011. On this same day, EIGE launched a press release about German human rights activist, Seyran Ates, who was being featured in our Women Inspiring Europe calendar for the month of March. The request for nominations for the Women Inspiring Europe (WIE) calendar for 2012 was also announced on 8 March during EIGE's Regional consultation meeting held in Hungary, the country holding the Presidency of the Council at the time.

As 2011 marked the 100th anniversary of International Women's Day, EIGE published a list of '100 Inequalities' that undisputedly illustrate that we are still a long way from achieving gender equality. Web-monitoring showed that the list attracted quite a degree of interest among web-visitors and social media fans. The '100 Inequalities' are published via EIGE's social media channel on a regular basis, keeping the inequalities in the spotlight.

Using the '100 Inequalities' as an opportunity to raise awareness, EIGE hosted a discussion among an array of women ambassadors (Finnish, Swedish, Irish and American) as well as Dr Giedrė Purvaneckienė, Associate Profes-

sor at the Vilnius University. This group of distinguished persons commented on EIGE's list of '100 Inequalities' and shared some of the inequalities that still exist in their respective countries. At this event that was held at the Institute's premises in Vilnius, EIGE produced a video, marking the event and the contributions of its guests, publishing it on our social networks (i.e. YouTube, Facebook) and our website.

### Cooperation with other agencies

Already in 2010, EIGE signed three cooperation agreements (memoranda of understanding) with its sister agencies: European Union Agency for Fundamental Rights (FRA) based in Vienna, Eurofound, based in Dublin and OSHA, based in Bilbao.

Asserting itself in its new environment, EIGE participated in the 4th Fundamental Rights Platform Meeting in Vienna, hosted by the Fundamental Rights Agency, to present the Institute at 'the floor is yours' session, and to network with the 180 civil society organisations that were also participating at the event. EIGE also took the opportunity to join in on a framework contract with FRA, enabling the Institute to make use of FRA's experiences with its EU-wide network of contact points for data collection (FRAnet). This occasion also allowed EIGE to start building its own capacity to work with a common network (established for FRA and EIGE in September 2011).

One of the first projects launched by EIGE through the FRAnet contract was a Review Service of EIGE's database of stakeholders and experts.

### Exhibition at the European Parliament

Between 31 January and 4 February, EIGE participated in the exhibition for all EU agencies<sup>(36)</sup> at the European Parliament. This gave EIGE an advantageous opportunity to demonstrate the relevance of its work and the impact it has on the lives of citizens as well as to improve the common understanding of what the EU agencies do and why they exist. The Institute operated a stand at which EIGE staff responded to enquiries, provided information about EIGE, its mission and activities to interested parties. In the margins of the exhibition, EIGE organised parallel meetings with Parliamentarians and advisers from various political groups, as well as met with the secretariat of FEMM Committee and with the European Commission on the subject of gender mainstreaming. Ultimately, EIGE seized this valuable opportunity to meet new people, primarily stakeholders and make contacts with the agency cluster under – freedom, justice and security – following the inclusion of gender equality issues within the Justice DG.



*Numerous inequalities exist today for the women of the European Union*

<sup>(36)</sup> Exhibition — 'EU Agencies: The way ahead,' Brussels, Belgium.

A first visit to the Eurofound office in Dublin took place in June, at which time discussions continued about concrete cooperation that would maximise benefits to both agencies and on how to avoid any duplication of activities in common areas of interest. These discussions resulted in a concrete agreement to cooperate on the 5th European Working Conditions Survey's (EWCS) secondary analysis report 'Quality of work and employment: work and gender'.

As 2011 progressed, EIGE began working closely with Eurostat, a relationship that is vital to EIGE's work with data and comparable indicators, and the Gender Equality Index.

EIGE also initiated cooperation with the ETF (European Training Foundation) located in Turin, discussing shared interests and synergies in two separate meetings held in the ETF office in Italy. The relationship established with the ETF proved quite valuable when developing the concept for the Resource and Documentation Centre. EIGE benchmarked with the ETF, learning from their experience in establishing their own knowledge management centre.

The Institute looks forward to increasing positive cooperation and fostering good and efficient initiatives with its sister agencies as well as finding new partners to work with in 2012.

## Organisation and **management**

Detailed information on the organisation and its bodies, financial, administrative and personnel management as well as progress of the Institute in creating the condi-

tions for the set-up can be obtained from EIGE's Annual Activity Report 2011.



# Annexes

## **Annex 1: Achievement of Output Indicators, EIGE's Work Programme 2011**

### 2.1. Focal area 1: Institutional set-up and bodies of EIGE

#### 2.1.1. Ensuring administrative and financial independence

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

#### **Output indicators**

1. Cooperation agreement with OLAF signed.
2. Two training sessions on gender-sensitivity for EIGE staff.
3. Meetings of the Management Board.
4. Internal Control Standard action plan in place.
5. Implementing provisions for the staff regulation adopted.
6. Meetings of the Experts' Forum.
7. Establishment plan completed.
8. Business Continuity Plan in place.

#### **Achievements**

1. Cooperation agreement with OLAF signed.
2. Two training sessions for EIGE staff on gender sensitivity and on diversity at the workplace organised.
3. The Management Board met three times during 2011.
4. An ICS strategy was established in November 2011 and approved by the Commission's Internal Audit Service. It will be implemented in 2012–13.
5. Five implementing provisions were adopted in 2011.
6. Three meetings of EF took place.
7. Establishment plan completed at 96.2 %
8. Development of Business continuity plan moved to 2012.

## 2.2. Focal area 1: Comparable and reliable data and indicators on gender equality

### 2.2.1. Collection of data, statistics and information on all of the 12 critical areas of concern of the BPfA/ providing support to the Polish, Danish and Cypriot Presidencies of the Council

*Output of the activity:* Mode of work and expertise to support the Member States and the Presidencies of the Council developed

#### Output indicators

1. Study on Women and the Economy launched.
2. Consultation meetings with experts on Women and the Environment.
3. Meetings with the Governments holding the Presidency of the Council.
4. Awareness-raising and dissemination event on violence against women.
5. Expert meetings on violence against women.
6. Polish Presidency Report prepared.
7. Study on Women and the Environment.
8. Study on existing resources and best practices on preventing violence against women launched.
9. Mapping of relevant national bodies available.
10. Danish Presidency Report drafted.
11. Study on a selected critical area of the BPfA launched.
12. Classification of existing gender equality data in some areas of BPfA.
13. First best practices on addressing violence against women collected.
14. Working Group on the Beijing Indicators.
15. Report on Council Presidency outcomes for the Beijing indicators in factsheet format printed.

#### Achievements

1. Study launched in Q4/2010.
2. Participation in (EP) FEMM Committee public hearing on Women and Climate change, consultation with Nordic Council of Ministers and EEA.
3. Meetings with representatives of Danish, Cyprus and Lithuanian governments.
4. Thematic network meeting May 2011.
5. Thematic network on gender-based violence meeting, participants from thematic network on men and masculinities (May 2011).
6. Report handed over to the Polish Presidency in October 2011.
7. Study on Women and the Environment launched in January 2011.
8. Study to map the current situation and trends of female genital mutilation launched in August 2011. Study for Collection of methods, tools and good practices in the field of domestic violence (area D of Beijing Platform for Action) launched in September 2011.
9. Information on relevant national bodies available in EIGE's stakeholders database (November 2011).
10. Draft report handed over to the Danish Presidency in December 2011.
11. Study for Cyprus Presidency on Violence against women launched in September 2011.
12. Database on Beijing indicators 'Women and men in the EU: facts and figures' created and open to public on EIGE's webpage (December 2011).
13. First practices with potential on addressing violence against women collected in October 2011.
14. Two Working Group meetings in April and September 2011.
15. Factsheets on EIGE's work with Beijing indicators and Gender equality and climate change developed, translated into 22 languages and made available on EIGE's webpage (by end of 2011).



## 2.2.2. EU Gender Equality Index

Output of the activity: Concept of the EU Gender Equality Index developed

### Output indicators

1. Study on dimensions and components.
2. Working Group on EU GEI.
3. Meetings of external experts.
4. Methods to harmonise data sources and information decided.
5. First findings presented to the Experts' Forum and Management Board and available to the public.
6. Conference on the EU Gender Equality Index concept for EIGE's stakeholders and general public.

### Achievements

1. Study on the Development of a Statistical Information System (SIS) of the Gender Equality Index for the EU launched in August 2011.
2. Working Group meeting in May 2011.
3. Meeting with representatives of international organisations in May and OECD in June 2011.
4. Methods to harmonise data sources and information decided after consultations with Working Group, international organisations and Experts' Forum (by end of 2011).
5. Presentation to Experts' Forum (November 2011), summary of the Study for the development of the basic structure of a EU Gender Equality Index available on EIGE's webpage (beginning of 2012).
6. Due to relaunch of ToR for the SIS resulting in delayed concept, the conference is moved to 2013.

## 2.3. Focal area 2: Collecting and processing methods and practices for gender equality work

### 2.3.1. Developing gender mainstreaming tools and methods

### 2.3.2. Collecting, processing and disseminating good practices

Output of the activity: Practical tools to support gender mainstreaming available to users

#### Output indicators

1. Meetings of gender mainstreaming experts.
2. Background study on involvement of men.
3. Expert meeting on gender stereotypes.
4. Expert meetings on men and masculinities.
5. Study on the existing tools and methods to mainstream gender at EU level.
6. Inventory of the needs and difficulties of gender mainstreaming and on existing successful models and methods.
7. Gender mainstreaming section of EIGE's website developed.
8. One publication on good practices of gender mainstreaming drafted.
9. Good practices addressing gender stereotypes in the area of reconciliation of family and work life.
10. Seminars for gender mainstreaming practitioners.
11. Dissemination events.

#### Achievements

1. Meetings of GM experts organised in April and October 2011.
2. Background study on the involvement of men in gender equality within EIGE's working areas finalised in August 2011, leading to a database of actors in all 27 EU Member States.
3. Peer review of experts on gender stereotypes organised in July 2011 on the Study of collected narratives related to gender perceptions in all 27 EU Member States.
4. Joint meeting of experts on gender-based violence and men and masculinities organised in May 2011.
5. Study on the use of 'good practice' as a tool for mainstreaming gender into the policies and programmes of the Institutions of European Union and EU Member States finalised in November 2011.
6. Creation of a database of tools, methods, good practices and relevant actors in gender mainstreaming through collecting relevant information across EU-27 started in April 2011.
7. Gender mainstreaming section of EIGE's website developed in Q3 of 2011
8. Brochure 'Good Practices in Gender Mainstreaming: Towards Effective Gender Training' published in November 2011.
9. Meeting with OECD in Vilnius to present EIGE's plans on good practices and results of the Polish Presidency Report (reconciliation of family and work life).
10. Meeting for the gender mainstreaming practitioners working in the area of gender training, May 2011. (See also point 11).
11. European conference 'Good Practices in Gender Mainstreaming: Towards Effective Gender Training' organised on 28 November 2011 in Brussels.





## 2.4. Resource and Documentation Centre

Output of the activity: Concept and technical conditions created for collecting, organising and disseminating information on gender equality

This focal area remains in the next Mid-Term Programme.

### Output indicators

1. Electronic data management system installed.
2. Contacts with main research centres including Aletta.
3. Global online catalogue available.
4. Online resource centre operational.
5. Classification availability at the Resource and Documentation Centre of existing gender equality data and information in selected areas of the BPfA.
6. Calendar 'Women Inspiring Europe' 2012 printed and distributed.
7. Special webpage for Beijing indicators available on EIGE's web.

### Achievements

1. First elements of Data Management System (Aleph & Primo) installed by June 2011. For further developments: launching of a tender in 2011 to install Aleph II in March 2012. Respective trainings organised in 2011.
2. Contacts with main research centres, including Aletta since May 2011. Service request launched in November 2011 for the first pilot project of the Wine Network in the field of gender-based violence.
3. Global online catalogue available for EIGE's resources in Q3 and for the pilot project in Q4.
4. Project presenting the resource centre databases launched in Q2, and implemented until Q1 of 2012. First database available to public in Q4/2011 at <http://www.eige.europa.eu/internal/bpfa/results>
5. Database on Beijing indicators 'Women and men in the EU: facts and figures' created and open to public on EIGE's webpage in December, 2011.
6. The Calendar printed and distributed for 9 000 stakeholders in November 2011.
7. Beijing indicators on EIGE's webpage: <http://eige.europa.eu/content/activities/beijing-platform-for-action>



## 2.5. Awareness-raising, networking and communication

Output of the activity: Communication with stakeholders, networks, EU Member States, European citizens

### 2.5.1. Development of a communication strategy

### 2.5.2. The European network on gender equality

### 2.5.3. EIGE stakeholders and partners

#### Output indicators

1. Intranet developed.
2. Events/calendar developed.
3. 8 March event.
4. Communication partnerships at EU and Member State level established.
5. Consultation meetings with stakeholders.
6. Basic structure for electronic gender network developed.
7. Resource and Documentation Centre rendered compatible to EIGE's website.
8. First e-publications developed.
9. Webpage on 'Women of Europe' developed.
10. Media monitoring report on new communication activities, services and tools with EIGE's new logo to further promote the Institute's mission in place.
11. External and internal communication strategy finalised.
12. Classification of existing gender equality data and information existing on some areas of BPfA in the Resource and Documentation Centre to be available on the website.
13. IT tools for the electronic network in service.
14. Functional IT platform for exchange.
15. December seminar in Brussels.

#### Achievements

1. Project to analyse EIGE's intranet requirements launched and completed in Q3 2011. Project for intranet development started in Q4 2011, final version to be completed in 2012.
2. Calendar available on the website in July 2011.
3. 8 March event based on '100 inequalities' developed by EIGE.
4. Partnerships with EC and EP representations for EIGE events, including information for journalists on EIGE and gender equality.
5. Regional Consultation meeting on the development of the Women of Europe Resource pool, Women Inspiring Europe Calendar, the European Network on Gender Equality and the Resource and Documentation Centre, on 8 March 2011 in Budapest. Consultation meeting on the RDC with women's libraries, archives and information centres on the concept and on the technical requirements for EIGE's RDC (May 2011 in Vilnius). Thematic network on useful and effective networks on the design and structure of the European network on gender equality in November 2011, in Vilnius. Visit of the European Parliament FEMM committee delegation to discuss future cooperation in May in Vilnius. Stakeholders' Consultation tender launched for two networking meetings planned in 2012.
6. Feasibility study on effective forms of electronic networks finalised in June 2011. Tender for the design and implementation of the European network on gender equality launched in August 2011.
7. First database available to public in Q4 of 2011. The global online catalogue of EIGE resources under development in 2011, foreseen on website in Q3/2012.



8. e-publications like Women Inspiring Europe, Main Findings available online. EIGE will further develop this feature to ensure easy readability of materials.
9. Webpage 'Women Inspiring Europe' developed in December 2011, operational as of 3 January 2012. Weekly presentation of members of 'Women of Europe' resource pool since January 2012 on website and social media.
10. Monitoring via JRC and Google not only the new logo but also key words like 'gender equality' and 'EIGE'.
11. Strategy paper drafted for internal adoption.
12. Database on Beijing indicators 'Women and men in the EU: facts and figures' created and open to the public on EIGE's webpage in December 2011.
13. Feasibility study on effective forms of electronic networks finalised in June 2011. A tender for the design and implementation of the European network on gender equality launched in August 2011.
14. Separate platform for sharing of information for the Experts' Forum available since 15 Dec 2011.
15. European conference 'Good Practices in Gender Mainstreaming: Towards Effective Gender Training' organised on 28 November 2011 in Brussels, Belgium.

**Annex 2: List of 2011 contracts**

<b>EIGE operational and administrative contracts 2011</b>			
<b>Reference</b>	<b>Title</b>	<b>Contract amount (EUR)</b>	<b>Contractor</b>
<b>Open Procedure</b>			
EIGE/2011/OPER/02	Study: Women and Environment of BPfA	176 625.00	Milieu LTD
EIGE/2011/OPER/04	FWC with 3 operators. Organisation of events and technical meetings	max 3 000 000	Adria, Media Consulta, LDK
EIGE/2011/OPER/18	Study on female genital mutilation	436 125.00	Universiteit Gent. BE
EIGE/2011/OPER/06	Study for the construction of a statistical information system of the EU Gender Equality Index		Non-award
EIGE/2011/OPER/19	Extension of Integrated Library System and creation of a hub for existing digital resources	209 884.00	ExLibris Deutschland
EIGE/2011/OPER/24	Design of European Network on gender equality	87 000.00	EWORX S.A.
EIGE/2011/OPER/25	Study on Gender training in EU	522 107.00	GHK Consulting Ltd
EIGE/2011/OPER/26	Collection of MTGP	238 545.00	IRS
EIGE/2011/OPER/28	Violence against Women for Cyprus Presidency	219 970.00	Austrian Women Shelter — WAVE
EIGE/2011/OPER/31	Development of a statistical information system for the Gender Equality Index	446 850.00	Panteia BV
EIGE/2011/ADM/09	FWC Provision of Medical services to EIGE	max 100 000.00	JSC 'SK Impeks Medicinos diagnostikos centras'

**Negotiated procedure between EUR 25 000 and 60 000**

Reference	Title	Contract amount (EUR)	Contractor
EIGE/2011/OPER/01	Organisation of technical meetings	50 314.60	UAB Hekon
EIGE/2011/OPER/12	Local Communication Support	49 955.00	Komunikacija ir konsultatai
EIGE/2011/OPER/13	Intranet analysis services	54 000.00	Ernst/Young Baltic Ltd
EIGE/2011/OPER/14	WIE Calendar 2012	58 750.05	ImagoFacta, LT
EIGE/2011/OPER/15	Story writing, editing (WIE Calendar)	30 198.00	Idea Mecca, LT
EIGE/2011/OPER/16	DB analysis and presentation on web	48 225.00	Reggiani S.p.A.
EIGE/2011/OPER/17	Subscription to serials, newspapers and electronic resources		Non-award
EIGE/2011/ADM/01	Interim Staff Services for EIGE	25 000.00	UAB Manpower Lit

**Specific contracts awarded under framework contracts**

Reference	Title	Contract amount (EUR)	Contractor
EIGE/2011/OPER/04-O-1	EIGE FWC RS1 Conference Brussels, 28/11/2011	81 816.83	Adria Congrex
EIGE/2011/OPER/04-O-1-Amendment 1	RS1 Conference Brussels, 28/11/2011	6 647.3	Adria Congrex
EIGE/2011/OPER/04-O-2	EIGE FWC RS2 7th Experts Forum, November 2011	39 518.60	LDK

EIGE/2011/OPER/04-O-3	EIGE FWC RS3 Technical meetings	196 629.46	Media Consulta
EIGE/2011/OPER/04-O-4	EIGE FWC RS4 Management Board and Experts Forum, March 2012	111 381.91	Media Consulta
EIGE/2011/OPER/04-O-5	EIGE FWC RS5 Technical meetings	53 769.95	LDK
EIGE/2011/OPER/20	OPOCE 2010 Annual report	2 266.69	Publications Office
EIGE/2011/OPER/21	Adobe software, specific DI/6820	10 338.18	PC-Ware
EIGE/2011/OPER/22	Visual update/branded materials	2 660.00	SLA Publications Office
EIGE/2011/OPER/27	SLA-OPOCE-PL Presidency-Summary Report	35 000.00	SLA Publications Office
EIGE/2011/OPER/35	SLA OPOCE. EU Presidency	35 000.00	Publications Office
EIGE/2011/OPER/38	Annual Report 2010 — translation into Portuguese	10 000.00	Publications Office
EIGE/2011/OPER/39	Ordering ISBN number	0.00	Publications Office
EIGE/2011/OPER/41	Development and implementation of intranet	104 962.00	SLA Publications Office
EIGE/2011/OPER/43	27 SCs under FWC FRANET — Review of stakeholders data	132 109.00	FRANET
EIGE/2011/OPER/44	26 SCs under FWC FRANET — Review service of EIGE economic crisis	133 805.00	FRANET
EIGE/2011/OPER/51	Publications Beijing 1 Oct–12 Feb	35 000.00	Publications Office
EIGE/2011/ADM/02	Personal computers acquisition	6 167.26	Econocom Products and Solutions Belux
EIGE/2011/ADM/30	Personal computers acquisition	10 818.77	Econocom Products and Solutions Belux
EC FWC	VmWare licenses for software	22 905.76	Interinstitutional European Commission
EC FWC	Statistical Software	78 902.75	Interinstitutional European Commission
EC FWC	Maintenance of McAfee	514.3	Interinstitutional European Commission
EC FWC	Maintenance of VmVare	1 532.64	Interinstitutional European Commission

**Negotiated procedures between EUR 5 000 and 25 000**

Reference	Title	Contract amount (EUR)	Contractor
EIGE/2011/ADM/08	Microsoft licenses	22 994.44	Alna Intelligence UAB
EIGE/2011/ADM/11	Legal Services	6 200.00	Eversheds & Saladzius
EIGE/2011/ADM/13	IT infrastructure extension	14 000.00	UAB Fortevento
EIGE/2011/ADM/16	Lease contract 2011 for EIGE temporary premises		UAB Vilbra
EIGE/2011/ADM/18	Services of an Architect and Engineer related to EIGE premises	23 050.00	UAB Vilniaus Architektu Studija
EIGE/2011/ADM/27	Office Furniture	23 504.50	UAB Narbutas

**Negotiated procedures between EUR 500 and 5 000**

Reference	Title	Contract amount (EUR)	Contractor
EIGE/2011/OPER/03	Journalists/stakeholders meeting, Budapest	5 000.00	Ramada Hotel Budapest
EIGE/2011/OPER/05	Experts' forum 28/29.03.2011	5 000.00	UAB Hekon
EIGE/2011/OPER/07	Distribution of calendars-2	3 458.00	Bijusta
EIGE/2011/OPER/08	Experts' meeting on GM, Vienna	5 000.00	Accor Hotel, Vienna
EIGE/2011/OPER/09	Books for RDC	4 719.80	Dawson Books Ltd
EIGE/2011/OPER/10	Subscription to gender database	2 891.00	EBSCO
EIGE/2011/OPER/11	Snitow Workshop	2 800.00	Prof. Snitow
EIGE/2011/OPER/23	Women enhancing democracy	2 896.00	UAB Baltic Clipper
EIGE/2011/OPER/29	Design of Beijing publication	4 800.00	A. Jocus
EIGE/2011/OPER/30	12th MB meeting 4–5 Oct 2011	3 653.32	UAB Centrum, Hotel Artis
EIGE/2011/OPER/33	Books for RDC		Not signed in 2011



EIGE/2011/OPER/34	Weekly WIE 2012	4 963.00	T. Staniewicz
EIGE/2011/OPER/37	Background Paper Summaries	4 500.00	I. Romao
EIGE/2011/OPER/45	Promo Glass coasters	1 880.00	UAB 'Baltmer Group'
EIGE/2011/ADM/04	Real Estate services	955.75	UAB Resolution advisers LT
EIGE/2011/ADM/12	Renting costs for storage space	1 020.00	UAB Vilbra
EIGE/2011/ADM/20	Team building event for staff	4 923.55	ISM University of Management and Economics
EIGE/2011/ADM/21	Transportation services for EIGE staff, Team building event	359.00	UAB Fortuna Travel
EIGE/2011/ADM/22	Accommodation for EIGE staff, Team building event	2 927.80	Misko GNK
EIGE/2011/ADM/23	Training on project cycle management	4 999.00	PCM Group Process Consultants and Moderators
EIGE/2011/ADM/28	Office supplies	5 000.00	UAB Officeday
EIGE/2011/ADM/29	Mobile services		Transferred to 2012
EIGE/2011/ADM/31	New Year event	3 499.99	UAB Gravitas Partners
EIGE/2011/ADM/32	Mobile devices	4 329.00	UAB Omnitel
EIGE/2011/ADM/33	Fitting out works for additional premises	2 206.50	UAB Vilbra

#### Contracts under Art. 1261/b

Reference	Title	Contract amount (EUR)	Contractor
EIGE/2011/ADM/05	Provision of S-testa services	7 300.00	UAB Infostruktura

#### Joint contracts with the Member States

Reference	Title	Contract amount (EUR)	Contractor
EIGE/2011/ADM/06	Stationery	1 139.00	CPO (LT public procurement office) REAVITA



### **Annex 3: Information about the studies conducted by EIGE**

#### **Focal Area 1: Comparable and reliable data and indicators on gender equality**

##### **Collection of data and statistics on all of the 12 critical areas of concern of the BPfA**

###### **Study on existing indicators and statistics on gender equality in the European Union**

Contract awarded to: Alphametrics, UK.

Study launched in 2010; final report delivered to EIGE: February 2011.

###### **Description:**

The study reviewed and analysed data availability for the indicators (e.g. databases, surveys, administrative data sources) at the European Union and Member States levels in relation to the 12 critical areas of concern identified in the BPfA. Various existing indicators, previously adopted by the Council of the European Union, Member States and other relevant institutions at the European Union and national levels, were examined and analysed taking into account data availability and its comparability. The information collected gives valuable background information for EIGE's activities in follow up of the BPfA.

This study will be published in electronic form and disseminated through EIGE's website, and made available to various stakeholders and users through EIGE's RDC and stakeholder's network.

###### **Study on implementation methods of work with the Beijing indicators in the European Union**

Contract awarded to: Istituto per la Ricerca Sociale (IRS), Italy.

Study launched in December 2010; final report delivered to EIGE: March 2011.

###### **Description:**

The study contributes to developing prerequisites for comparable and reliable gender equality data. The study was carried out in order to assess information about functioning approaches to the application of the Beijing indicators to measure the progress or negative development in the Member States. The study also collected benchmarking information and identified some good practices in a work with the Beijing indicators in the Member States.

This study will be disseminated through EIGE's website, and made available to various stakeholders through EIGE's RDC and the stakeholders' network.

## Providing support to the Polish, Danish and Cypriot Presidencies of the Council

### Support to the Polish Presidency of the Council (July–December 2011)

#### **Study for the review of developments at the level of the EU and the Member States in implementing the Beijing Platform for Action in Area F: Women and the Economy**

Contract awarded to: Fondazione Giacomo Brodolini, Italy.

Study launched: November 2010, final report delivered: May 2011.

#### **The main findings of the study:**

Despite the progress towards gender equality in the EU, gender gaps remain in the labour market and distribution of care responsibilities. Women are still the main carers both for children and for the dependent elderly and are more likely to be involved in both paid and unpaid work compared to men in all EU-27 Member States. Women's working life profile is more likely to be affected by the care needs of others, be they children, parents, family members or any other dependants, as is demonstrated by their higher take-up of parental leave and by women's position in the labour market (the higher incidence of part-time working and the higher inactivity rate for women). Moreover, the results of the study demonstrate the need for further strengthening work on a more effective monitoring system, particularly in relation to data collection and data dissemination. The limited availability of harmonised, comparable or sex-disaggregated data hampers assessment of implementation progress of BPfA.

### Support to the Danish Presidency of the Council (January–June 2012)

#### **Study for the review of developments at the level of the EU and the Member States in implementing the Beijing Platform for Action in Area K: Women and the Environment.**

Contract awarded to: Consortium Milieu Limited, Belgium and Life-Education, Environment, Equality, Germany.

Study launched: February 2011; final report delivered to EIGE: November 2011.

#### **Description:**

The final report provided the basis for the report to be prepared for the Danish Presidency.

The aim of the study is to produce a comprehensive review on the current implementation stage in the Member States of the objectives formulated in Area K: Women and Environment, with a focus on the specific issue of Gender and Climate Change, introducing possible indicators in this area.

As Denmark has chosen an area of concern for which no indicators had been developed at the European level, the findings and conclusions should be of special interest for all 27 Member States and countries beyond Europe.



## **Study to identify and map existing data and resources on sexual violence against women in the European Union**

Contract awarded to: European Women's Lobby, Belgium.

Study launched: December 2010, final report to be delivered to EIGE during 2012.

### **Encountered difficulties:**

As the contractor faced various difficulties in delivering results on time, as defined in the contract, the duration of the contract had to be prolonged at the request of the contractor.

### **Description:**

This study is undertaken by EIGE within the scope of the Institute's Mid-term Programme (2010–12) <sup>(37)</sup>. The main objective of this study is to identify what kind of data and resources should be collected in order to have a good overview of the methods, tools and progress made in relation to protection and prevention of sexual violence against women; to collect existing and reliable information, data and resources; to systematise it and to provide advice on actions for improving implementation methods, tools and data collection on sexual violence against women.

This study will also serve as a good data source for the future work with the Cypriot Presidency in the area of violence against women (area D).

### **Future steps:**

The data resulting from this study will be integrated in a database that will be included in EIGE's RDC.

## **Gender Equality Index**

### **Study for the development of the basic structure of a European Union Gender Equality Index**

Contract awarded to: Utrecht University/Faculty of Law, Economics & Governance, the Netherlands.

Study launched in: November 2010, final report delivered in August 2011.

### **Description:**

This study explored a possible structure of a European Gender Equality Index to be constructed by the end of 2012. In particular, this study has produced an overview of previous work with gender equality indices within the European Union Member States and globally; secondly, it has assessed existing and future data sources (databases, surveys, administrative data sources) at the EU and Member States level. Finally, it included implications and suggestions for actions on the establishment of a framework for the future GEI taking into account gender gaps.

## **Study for the construction of a statistical information system of the European Union Gender Equality Index**

Study initially launched in June 2011, relaunched in August 2011.

Contract awarded to: Panteia B.V. Business Unit: EIM Business & Policy Research, the Netherlands.

### **Description:**

The study will provide a relational database on gender equality in 27 EU Member States. The construction of the GEI will be based on a selection of variables from the statistical information system whereby the natural complexity of gender equality is reflected through a structured and classified system of variables. This project provides the database from which the data for the index can be drawn.

### **Encountered difficulties:**

EIGE encountered delays in the implementation of this project, as the initial call for tender (open procedure) received only one unsuccessful offer, the study needed to be relaunched. The terms of reference for the study were also adjusted. The creation of an index of the scale planned by EIGE is unique and does not yet exist, therefore finding a partner institution proved hard.

## **Focal Area 2: Collecting and processing methods and practices for gender equality work**

### **Study on the use of 'good practice' as a tool for mainstreaming gender into the policies and programmes of the institutions of the European Union and EU Member States.**

Contract awarded to: Fondazione Giacomo Brodolini, Italy.

Study launched: December 2010; final report presented in December 2011.

### **Description:**

The study provided EIGE with information on the EU and MS levels (five MS: Austria, Poland, Sweden, Spain and the United Kingdom) in relation to the understanding of and the use of good practices in gender mainstreaming. In the study, the development of a working definition of good practices in GM helped EIGE to establish methodological principles on the basis of which processing and categorising of collected tools and methods into good practices was done. This information was further used as the departure point for EIGE's work on collecting, processing and disseminating good practices.

To test the methodology for categorising good practices, several good practices in the area of gender training were selected, which were used for the publication prepared for the Brussels conference on Good Practices in Gender Training (28 November 2011).



## **Study of Collected Narratives related to Gender Perceptions in 27 EU Member States**

Contract awarded to: EADC nv, division Yellow Window Management Consultants, Belgium.

Study launched: December 2010; final report presented to EIGE in October 2011.

### **Description**

The study maps the persistence of gender-stereotypical attitudes and perceptions by collecting real life stories of men and women across the EU. These stories help to analyse how gender-stereotypical perceptions influence people's lives. The researchers identified belief systems, patterns and norms of behaviour that reinforce gender stereotypes, including general observations about how these differ among regions and evolve over time. The study focused specifically on the 'triggers of change' in people's attitudes about gender and will identify the key factors that have contributed to breaking stereotypical gender patterns. The database of collected narratives will be made available for further research and analysis by European researchers.

## **Background study on the involvement of men in gender equality within EIGE's working areas**

Contract awarded to: Män för Jämställdhet (Men for Gender Equality), Sweden.

Study launched: December 2010; final report presented on 29 July 2011.

### **Future steps:**

The database of organisations working on the issue of Men and Masculinities in 27 Member States has been developed to be made available to the users via EIGE's website.

## **Awareness-raising, networking and communication**

### **Feasibility study on effective forms of electronic networks**

Contract awarded to: Deloitte (December 2010); Luxembourg.

Study launched: December 2010; final report delivered: June 2011.

### **Description:**

The report provides examples of effective forms of electronic networks with a life span of over three years, describing the advantages and disadvantages of each identified example of each network and analysing the success factors of each network (with regard to, for example, but not excluding others, the following indicators: how long they have existed, who is running them, what tools are they using, the number of users, how active they are, the demographic of the users, what kind of added value they provide to their users), analysing the specific communicational, functional and technical requirements for the European Network, proposing the network's concept through proposing a technical and functional design, and providing a workable, self-sustaining plan of action for the development and implementation of an effective form of electronic network in the field of gender equality, including a risk analysis considering both members' outreach and engagement and technical issues. This provides a valid input for the preparation of the Terms of Reference of the 'Design and implementation of the electronic European network on gender equality' which EIGE plans to launch during the third quarter of 2011.

**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 from individual stakeholders.**

Contract awarded to: European Profiles, Greece.

Study launched: December 2010, final report delivered: October 2011.

**Description:**

The study's overall goal was to map actors and gather contact information, to map their interests and needs as well as the interests and needs of individual stakeholders in relation to gender equality work.

The study facilitates establishing cooperation with various stakeholders at various levels, information dissemination and in identifying relevant stakeholders in different thematic areas upon requests. The data resulting from this study will be presented online through a database of Stakeholders and Actors making it useful also for third parties.

Furthermore, activities under this area of focus also give momentum to the establishment of the European Network on Gender Equality. It will be kept up to date by the stakeholders themselves, through the use of IT tools.



**European Institute for Gender Equality (EIGE)**

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# Making equality between women and men a reality for all Europeans and beyond is the vision of the European Institute for Gender Equality.

## About EIGE

EIGE is a European agency which supports the EU and its Member States in their efforts to promote gender equality, to fight discrimination based on sex and to raise awareness about gender equality issues.

Its tasks are to collect and analyse comparable data on gender issues, to develop methodological tools, in particular for the integration of the gender dimension in all policy areas, to facilitate the exchange of best practices and dialogue among stakeholders, and to raise awareness among EU citizens.

The Institute's bodies include a Management Board (decision-making body), an Experts' Forum (consultative body) and a Director (executive body) and her staff. The Management Board adopts the annual and medium-term work programmes as well as the Institute's budget. The Experts' Forum supports the Director in ensuring the excellence and independence of the Institute. The Director as the legal representative of the Institute is responsible for its daily management as well as for the implementation of the work programme.

The Institute's budget for the period 2007-2013 amounts to €52.5 million. The Institute employed approximately 30 staff members during 2011.



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