"FICHE CONTRADICTOIRE"
Evaluation of the Integration of Gender in EC Co-operation with Third Countries

Recommendations :	Responses of Commission Services :	Follow-up (one year later) :
1. Clarify Objectives and Rationale of Gender Mainstreaming (i) A *coherent and clearly understandable statement on Community objectives and the approach to gender mainstreaming* should be formulated by the *EC highest political authorities*;	(i) The new Regulation "on promoting gender equality in development co-operation" (2004-2008) aims at clarifying EC political objectives particularly through linking them with the UN Millennium development goal to promote gender equality and the empowerment of women. Furthermore, the EC will also communicate its objectives within a user-friendly web-site on gender in EC-co-operation.	(i) The Regulation of the European Parliament and of the Council on promoting gender equality in development co-operation 2004-2006 ((EC) 806/2004), with the objective to support the mainstreaming of gender in all areas, was adopted in 2004, and has been distributed to EC staff both in headquarters and in the delegations. A gender Internet site has also been developed to provide tools and to communicate objectives and priorities.
(ii) *Awareness and understanding of, as well as commitment to the challenges of gender equality* should be secured at the *top management levels*;	(ii) As foreseen by the Action Programme of 2001, an extensive training programme will be implemented in 2004 and will target all categories of staff including top management. Furthermore awareness-raising activities for top management are under preparation.	(ii) Awareness-raising activities targeted to headquarter top management have not yet started but are planned to start in beginning of 2005. However, an extensive gender training program started in 2004 including activities both in headquarter and at the delegations. Specific training for country desk officers in preparation for the next generation country strategy papers is also being considered.
2. Institutionalise Gender Mainstreaming (i) A *strong, visible and adequately resourced structure* responsible for guiding and co-ordinating a mainstreaming strategy should be created and located in a *stable and high-level position* in the European Commission;	(i) Although a mechanism for mainstreaming gender under the responsibility of DG EMPL currently operates through different bodies (group of Commissioners, Inter-service group, External Relations sub-group), a specific, visible and adequately resourced structure should be implemented to provide guidance to services in RELEX family (headquarters and delegations).	(i) No specific, visible and adequately resourced structure for gender mainstreaming has been created in the RELEX family. However, a Gender Help Desk has been set up to develop tools and instruments and to provide methodological support, there are also several gender networks; an operational EuropeAid gender network with monthly meetings supporting delegations and the head quarter, and a co-ordination network lead by DG DEV. The iQSG has also played an important role in assessing the extent to which gender is taken into account in national and regional strategy papers.

ii) *At country level, stable mechanisms* (such as permanent network or forum) *should be established* in order to support the integration of gender in country and sector support as well as in programmes and projects;	(ii) Deconcentration creates a favourable context for such mechanisms to be established, on condition that gender competence and skills within the Delegations' staff are reinforced. Creation of such networks and fora should also be inserted within Delegation's mission statement. At this stage, joint training sessions are foreseen with representatives of partner countries in the above mentioned 2004 programme. Also an upcoming manual on gender mainstreaming will provide information and tools to partner countries.	(ii) There are some examples of gender networks created at the national level and of strengthened gender capacity at delegation level (e.g. The Philippines), joint training sessions have also been carried out in 2004 and will continue with on-line training in 2005. Furthermore, a capacity building program following on the ongoing training program is planned for 2007-2009 focusing on strengthening institutional and operational capacities of key stakeholders in partner countries by providing training and methodology support. A Relex family toolkit on gender equality in development cooperation has been developed and will be tested to feed a best practice database.
3. Allocate Resources that Match the Challenges of Gender Mainstreaming (i) *financial resources* specifically allocated to gender issues should be *substantially increased and made available within all mainstream resources*, whilst the *gender budget line should play a catalytic role* for pilot initiatives;	(i) The purpose and scope of, as well as the activities financed under the Gender budget line will be subject to revision. The EC services should ensure that mainstream funds are also used more systematically to sustain gender mainstreaming.	(i) An example of increasing the importance of gender is the EIDHR (European Initiative for Democracy and Human Rights) budget line where the promotion of gender is mainstreamed in all thematic priorities. Furthermore, the mid-term review of the country strategy papers contributed to an increased awareness of using mainstream funds in the country programs. The new gender regulation also emphasises the importance of interventions as catalysts and multipliers. However, on a more general level there is little information available on whether financial resources for gender equality have increased.
(ii) A *sustained level of knowledge and skills* should be created within the *Commission staff* both in headquarters and in delegations. Skills and knowledge concerning gender should be valorised in *job descriptions, recruitment and promotion of staff*. Gender issues should also be integrated – as appropriate – into all training activities.	(ii) Besides the 2004 extensive training programme for staff both in headquarters and delegations as well as staff of partner countries, efforts are undertaken to integrate increasingly gender into regular training activities.	(ii) The efforts to integrate a gender perspective into all training activities is continuing and is part of the work program of the Gender Help Desk. The gender training program is also included in the EuropeAid training program and part of the training offered to new comers.
4. Integrate Gender into the Whole Range of Management Procedures (i) Gender issues should be systematically integrated into *key management procedures and instruments at critical points of the policy cycle* so as to prompt appropriate responses when assessments and decisions	(i) At this stage, the EC services are in the process of drafting a manual (to be available at the end of 2003) setting out principles and guidelines as well as presenting a number of good practices. Also a network	(i) The gender toolkit, which is newly finalised, includes guidelines and tools to effectively mainstream gender in programs and projects, and tools for the assessment of country strategy papers. An initiative has

are made;	of gender focal persons has been set up within AIDCO with the aim of exchanging information, which, in turn, will eventually be posted on the AIDCO intranet. The Programme of Action for gender mainstreaming in development co-operation adopted in 2001 (COM (2001) 295 final) foresees a number of measures to ensure the integration of gender at different stages of the project cycle.	also been taken, in cooperation with the Office Quality Support Group, to improve the gender profiles of projects and programs. However, there is little information available on improvements of the extent to which gender is systematically integrated in programming and policy documents.
(ii) Gender issues should also be integrated into *key indicators (systematically disaggregated by sex) and in monitoring and reporting systems* to ensure that gender equality is effectively taken into account and that EC's efforts on mainstreaming are made visible;		(ii) A specific question on how well the project considers gender equality is being introduced in the results-oriented monitoring (ROM) template as from 2005, but it is not clear whether similar initiatives have been taken for the more daily project/program monitoring.
(iii) A *central and visible source of information and resources* (with reliable data, concrete examples of good practice, etc.) to support gender mainstreaming should be created. It should be easily accessible to those involved in managing programmes and projects and development partners at country level.	(iii) The gender specific web-site (as already mentioned in reply to recommendation 1) will act as source of information and resources. Furthermore, the new management of the CRIS database will facilitate the identification of projects having a gender element via the use of "markers".	(iii) To provide a source of information a gender Internet site is implemented together with a Newsletter on gender and development. The gender help desk and the gender networks have also contributed to improved dissemination and exchange of information.