



“Workshop on Preparations for the European Social Fund”

**Mr Bengt Nilsson,
GenderCoP (EC learning network)
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Definition: Gender Mainstreaming

“Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making.”

(The European Council)

Why Gender Mainstreaming?

To ensure that a gender perspective is present in all activities such as:

- policy development,
- research,
- advocacy,
- legislation,
- resource allocation,
- planning, implementation and monitoring of programmes and projects

Overarching objective of the GenderCoP

Improving ESF Management and implementation through coherent integration of the EU dual gender equality approach into all stages of the European Social Fund 2014+ in order to achieve Gender Equality

... i.e. Gender Mainstreaming should be an integral part of ESF management/cycles – from planning, programming, implementing to monitoring and evaluation



The Swedish
ESF Council



European Commission – thematic networks run by the MS 2009-2014

- Employment, social inclusion and training
- Exchange of information, sharing practice
- Towards common solutions to strengthen the capacities to innovate
- Modernise and adapt institutions to new social and economic challenges
- Improve the quality of governance

European Social Fund as a powerful steering tool for change

- Structural funds 1/3 of the EU's budget, ESF the 2nd largest
- ESF - the ten-ten-ten fund (10% of the EU budget, €10 billion each year, helping 10 million Europeans annually)

Members of the Gender-CoP

ESF Management Authorities (14)

Sweden (Lead Member State), **Austria**, **Belgium** (Flanders), **Belgium** (French speaking Community), **Czech Republic**, **Estonia**, **Finland**, **France**, **Germany**, **Greece**, **Italy**, The Province of Bolzano (**Italy**), **Poland** and **Spain**.

Intermediary bodies/gender equality support structures (7)

Agency for Gender Equality in the ESF (**Germany**), Commission for Citizenship and Gender Equality (**Portugal**), National Women's Institute (**Spain**), ISFOL (**Italy**), The European Regional Fund (**Sweden**), Process Support in GM (**Sweden**), The Equality Ombudsman (**Sweden**)

The STANDARD...

... is a European tool offering a systematic approach to integrate the gender perspective in all ESF working processes

The STANDARD is developed by and for ESF authorities with funding from the European Commission (DG Empl). ESF authorities from 13 EU member states have contributed in building the tool.

Stronger regulations:

Common Provisions Regulation - *Article 7*

Promotion of equality between men and women and non-discrimination

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

The Member States and the Commission shall take appropriate steps to prevent any discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation during the preparation and implementation of programmes. In particular, accessibility for persons with disabilities shall be taken into account throughout the preparation and implementation of programmes.

Cont.

2. Member States shall ensure, in accordance with Articles 5 and 7, the participation of the relevant bodies responsible for promoting gender equality and non-discrimination in the partnership, and ensure adequate structures in accordance with national practices to advise on gender equality, non-discrimination and accessibility in order to provide the necessary expertise in the preparation, monitoring and evaluation of the ESI Funds.
3. Managing authorities shall undertake evaluations or self-assessment exercises, in coordination with the monitoring committees, focusing on the application of the gender mainstreaming principle.

ESF - Article 7

ESF - Article 7

Promotion of equality between men and women

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

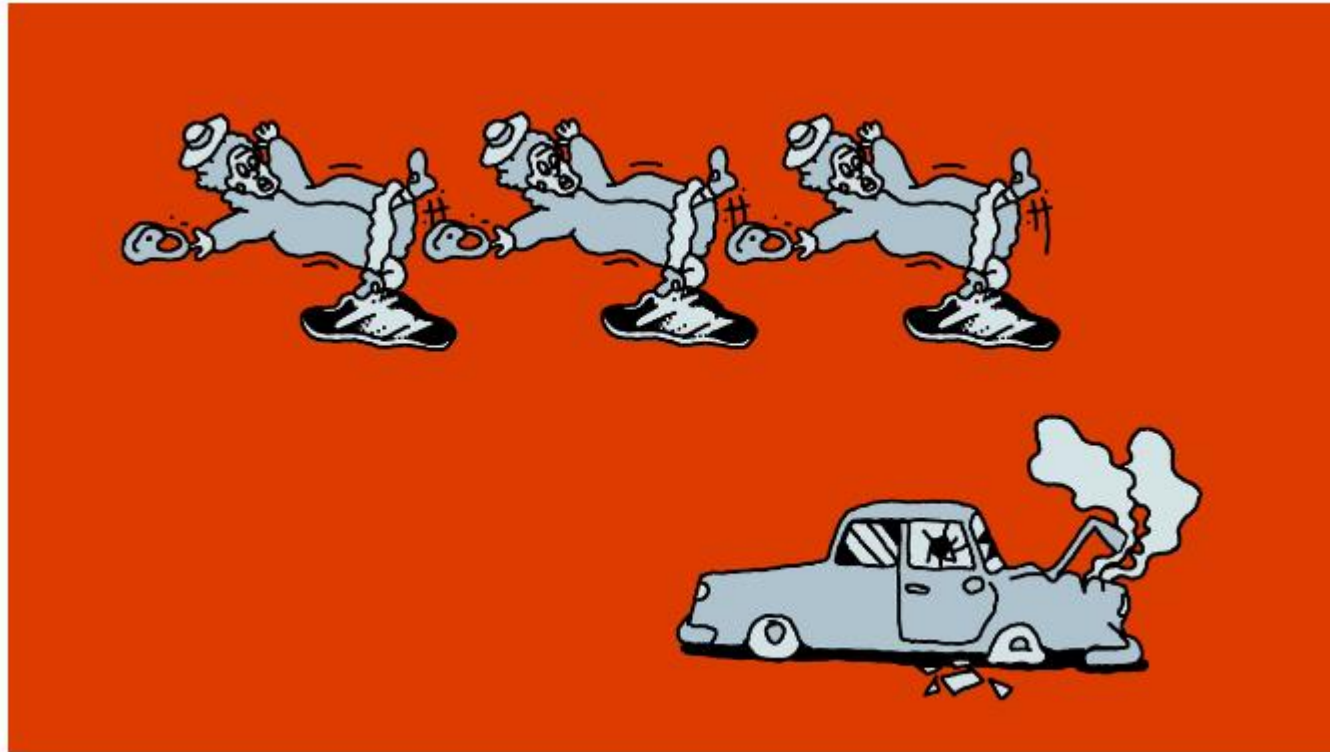
Why gender equality in the ESF?

Obligation in CPR Art. 7 & ESF Regulations Art 7!

Also:

- **Efficiency** – needed to reach EU2020 targets on poverty, youth and new jobs/new skills
- Meet **demographic challenges** – ageing population, shrinking workforce & falling fertility rates challenge for financial sustainability of social welfare systems.
- **Social justice**, elimination of gender discrimination

There is always a gender perspective...



<http://www.gendercop.com/new-film-shows-gm-in-practice/>

Available also in English, German, French, Spanish and Finnish.

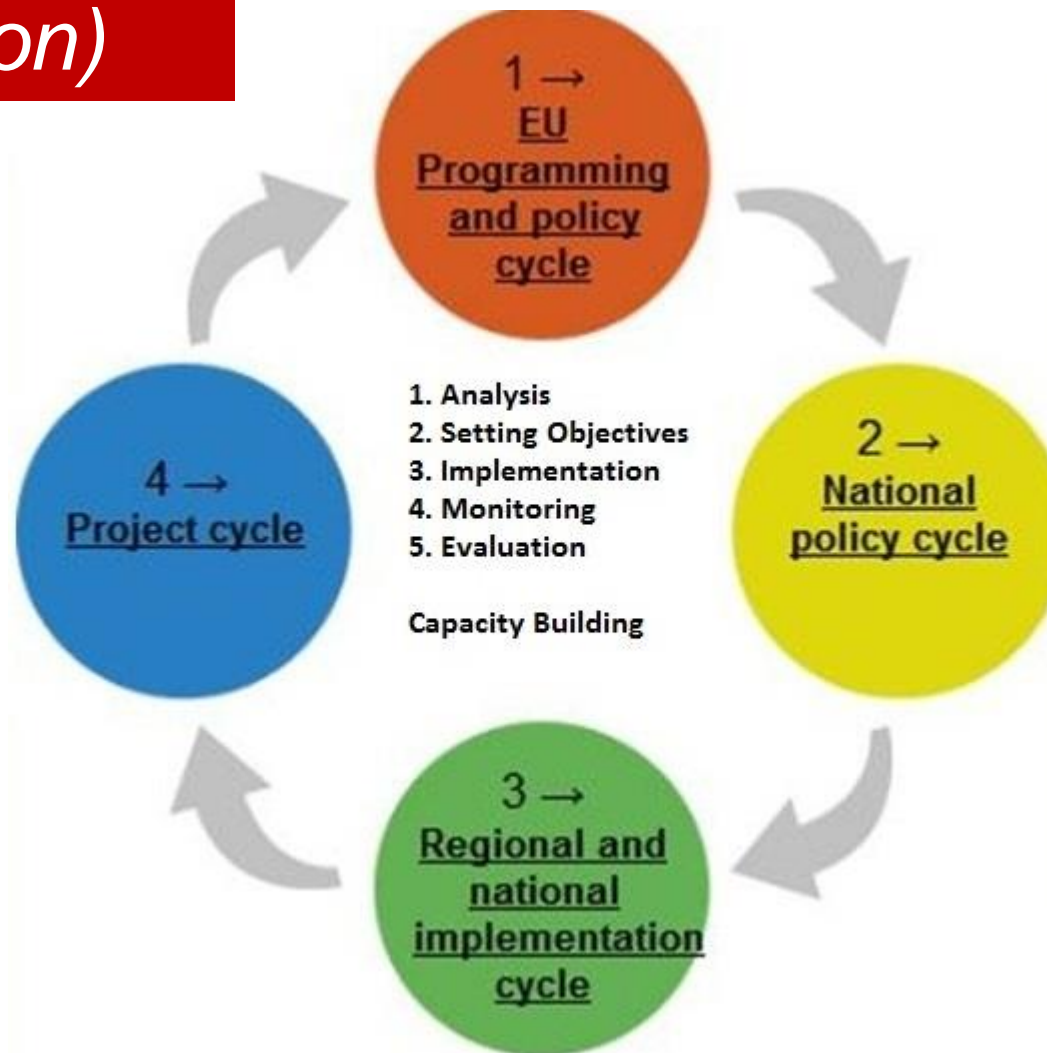
A systematic approach needed

- Gender Mainstreaming so far not implemented in all phases of ESF-management/cycles
- Not prioritized and not included in all phases of ESF procedures and thematic issues
- **To fulfill CPR Art. 7 & ESF Regulations Art 7– a systematic approach is needed**

The Standard offers a systematic approach!

Sources: DG Employment's evaluation performed by GHK and Base Line study of the Gender-CoP


Article 7 (ESF - regulation)



STANDARD on Gender Mainstreaming in the ESF

<http://standard.gendercop.com/>

European Standard
on Gender Mainstreaming in the ESF

 THE EUROPEAN COMMUNITY OF PRACTICE ON
GenderMainstreaming


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 EUROPEAN UNION
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BETA-version: Sharp version in April, 2013



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

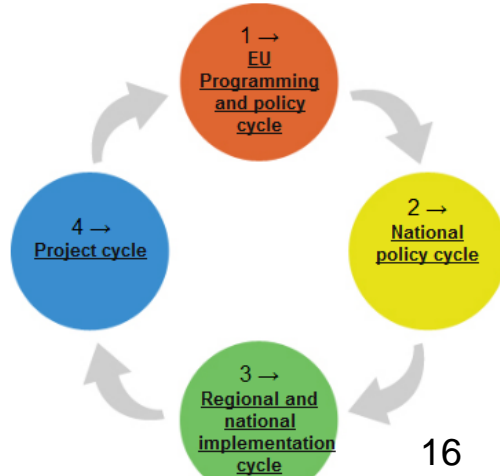
The purpose of the Standard is to provide clear guidelines on how to "do" gender mainstreaming in all levels within the European Social Fund (ESF), from policy to project level as well as in planning, programming, implementing to monitoring and evaluation.

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

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

Getting started here:

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



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graph TD; 1((1 → EU Programming and policy cycle)) --> 2((2 → National policy cycle)); 2 --> 3((3 → Regional and national implementation cycle)); 3 --> 4((4 → Project cycle)); 4 --> 1;
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Systematic approach – **the 5-step model**

1. Analysis
 2. Setting objectives (indicators)
 3. Implementation
 4. Monitoring
 5. Evaluation
- Capacity Building

Project example, Vanta, Finland.

Young unemployed (17-24).

Project goal: decrease high youth unemployment in the municipality

Analysis: gender segregated labour market a problem for Finish working life. Salary differences 18% to men's advantage. Economic crisis has led to decrease of traditional male jobs. A gender segregated labour market leads to inflexibility for both women and men. The labour market goals (**youth in employment**) is connected to gender equality goals (**economical independence**); the project contributes to reaching both.

Setting objectives

- To offer a range of interventions to break gender stereotypes
- Create jobs for both men and women (x% women, x% men)
- Investigate how existing interventions contributes (through norms, different conditions and resources) to women and men making different choices.
- More young men to work in the care sector and enabling more young women becoming entrepreneurs

Implementation

Activities for young women and men in order to get closer to the labour market such as:

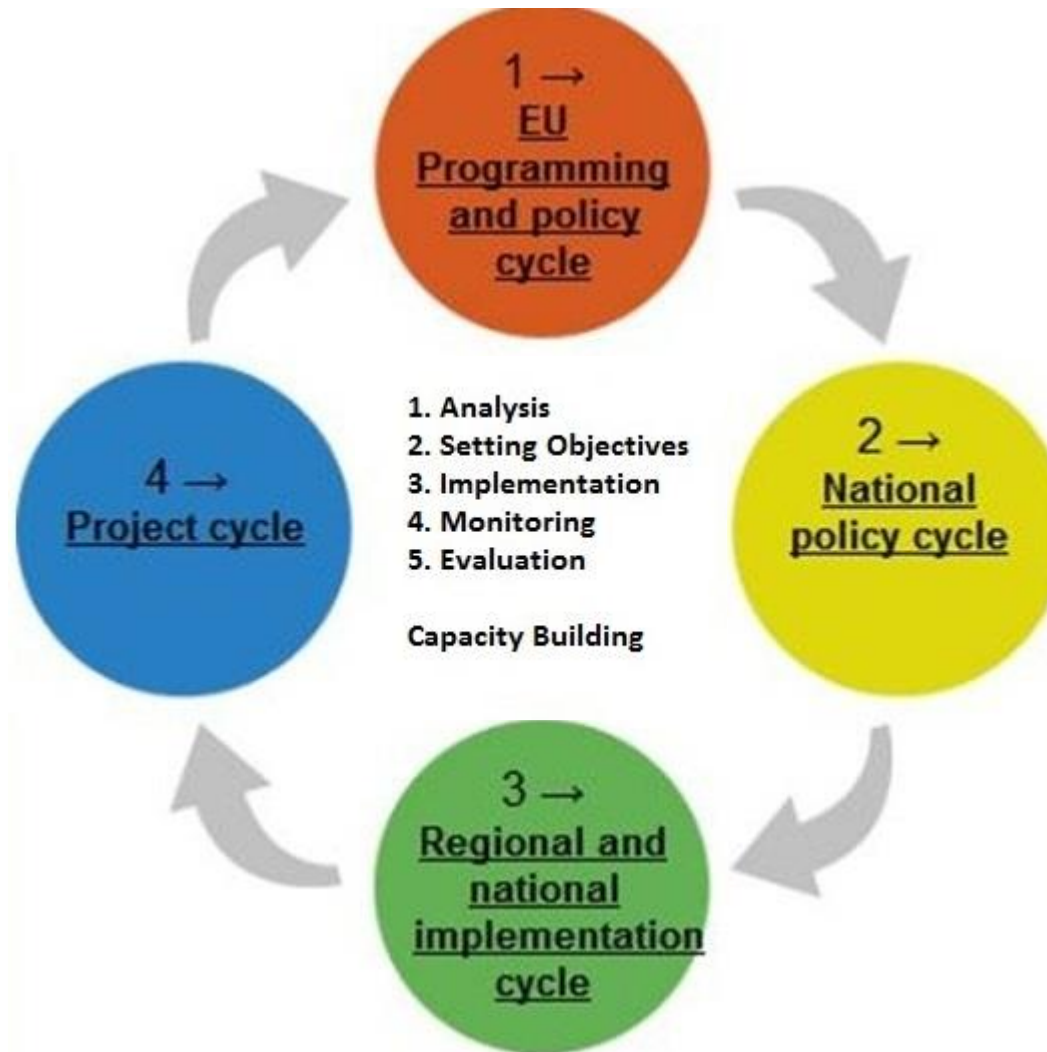
- individual counseling, information about apprenticeship and training, contacts to 200 companies, vocational training, health counseling and support in how to plan household budget
- supporting entrepreneurs/employers in finding interested work craft
- gender equality training for counselors on how to avoid contributing to gender inequality through their way of working
- developing a Gender Mainstreaming check list for the Unemployment Service

Monitoring: The project reports contain descriptions on how the methods have been working from a gender perspective since the ESF is requiring reports with a gender perspective in relation to the activities.

Evaluation: Since the ESF is requiring that procured evaluators have gender competence the evaluators are highlighting/focusing on the projects contribution to gender equality

Capacity building:

- Project staff have got training in gender mainstreaming
- Developed the competence through increased knowledge about young women/men's situation and how their conditions can vary according to the differences.
- Developed new norm critical methods – now judging according to individual needs and not gender
- Received external support from ESF's support structure on gender mainstreaming



Good example from ESF in Poland



<http://www.gendercop.com/poland-campaign-on-careers-for-both-women-and-men/>

Thank you for your attention!

*Find out more about the GenderCoP
on www.genderCoP.eu*

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