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#### **OUTCOME OF PROCEEDINGS**

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From: General Secretariat of the Council

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To: Delegations

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Subject: Gender Action Plan 2016-2020

- Council conclusions (26 October 2015)

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Delegations will find in the annex the Council conclusions on Gender Action Plan 2016-2020, as adopted by the Council at its 3420th meeting held on 26 October 2015.

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**Council Conclusions on the Gender Action Plan 2016-2020**

1. Gender equality is at the core of European values and enshrined within the European Union (EU) legal and political framework. The EU and its Member States are at the forefront of the protection, fulfilment and the enjoyment of human rights by women and girls and strongly promote them in all external relations, also beyond development cooperation<sup>1</sup>.
2. The Council reaffirms its conclusions on Gender in Development of 26 May 2015 and renews its strong commitment to gender equality, human rights, the empowerment of women and girls and the eradication of gender based violence. The year 2015 is an important turning point for sustainable development and gender equality. It marks the adoption of the 2030 Agenda, the 20th anniversary of the adoption of the Beijing Declaration and Platform for Action and the 15<sup>th</sup> anniversary of the UN Security Council Resolution 1325 on Women, Peace and Security. In this context, the Council welcomes the nomination of the EEAS Principal Advisor on Gender, dedicated to Women, Peace and Security and all other gender-related matters.
3. The EU welcomes the Addis Ababa Action Agenda and the 2030 Agenda for Sustainable Development which reaffirm the essential role of gender equality and the empowerment of all women and girls as drivers for sustainable development, peace and for the full realisation of their human rights. Women's and girls' rights are at the core of the Sustainable Development Goals, both as a standalone goal and a cross-cutting issue.

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<sup>1</sup> EU's policy and political commitments to gender equality as referred to in footnote 3 page 2 of the Joint Staff Working Document on Gender Equality and Women's empowerment: transforming the lives of girls and women through EU external relations 2016-2020.

4. The Council reaffirms the importance of taking gender equality and the differentiated needs of women, girls, boys and men into account in humanitarian assistance and in linking relief, rehabilitation and development. It also emphasises the importance of preventing and responding to sexual and gender-based violence (SGBV) in emergencies. The empowerment and participation of women and girls at all stages of the humanitarian and early recovery response is crucial. The Council calls on all Member States to endorse the Call to Action on Protection from GBV in Emergencies' Communiqué<sup>2</sup> and the Call to Action Road Map 2016-2020<sup>3</sup>. Gender and SGBV-risk analyses should be included in all emergency assessments, response plans, funding proposals and monitoring and evaluation reports. The Council encourages the Commission and the Member States to invest in gender and SGBV interventions in humanitarian settings and in global gender and SGBV capacity-building through humanitarian and development funding.
5. The EU further welcomes the Sendai Framework for Disaster Risk Reduction 2015-2030 which stressed the unique role of women and girls in resilience building, vulnerability reducing and risk management in the respective communities. The Council stresses the centrality of gender equality and women's empowerment in ongoing international processes and their subsequent implementation, such as the Conference of the Parties to the UN Framework Convention on Climate Change (COP21) and the 2016 World Humanitarian Summit.

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<sup>2</sup> The Call to Action on Protection from GBV in Emergencies Communiqué was launched by the UK Department for International Development (DFID) and the Swedish International Development Cooperation Agency (SIDA) in November 2013; [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/256872/Final\\_Communique\\_v\\_11\\_Nov\\_4.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/256872/Final_Communique_v_11_Nov_4.pdf)

<sup>3</sup> The Call to Action Road Map 2016-2020 was launched by US Secretary of State John Kerry and Swedish Minister for Foreign Affairs/Deputy Prime Minister of Sweden Margot Wallström on 1 October 2015 at the High-level event of the 70th UN General Assembly in New York; <http://reliefweb.int/sites/reliefweb.int/files/resources/Call-to-Action-Roadmap.pdf>

6. The Council welcomes the important contribution of the Joint Staff Working Document on “Gender Equality and Women’s Empowerment: Transforming the lives of Girls and Women through EU External Relations 2016-2020” as a follow-up to the conclusions of May 2015. Following its call for a robust and ambitious successor to the Gender Action Plan 2010-2015, the Council welcomes and endorses the Gender Action Plan (GAP) for the period 2016-2020<sup>4</sup> which stresses the need for the full realisation of women’s and girls’ full and equal enjoyment of all human rights and fundamental freedoms and the achievement of gender equality and the empowerment of women and girls.

The EU is fully committed to the implementation of the four pivotal areas outlined in the GAP throughout EU external actions:

- Ensuring girls’ and women's physical and psychological integrity
- Promoting the social and economic rights / empowerment of women and girls
- Strengthening girls' and women's voice and participation
- Shifting the Institutional Culture to more effectively deliver on EU commitments

The Council is pleased to see that the document is results-oriented and calls on the Commission and the High Representative to deliver on all four pivotal areas in a measurable way by 2020.

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<sup>4</sup> The GAP 2016-2020 is annexed to the present Council conclusions.

7. The Council recalls the conclusions of the fourth report on the implementation of the EU Action Plan on Gender Equality and Women's Empowerment in Development 2010-2015 and the outcome of the independent evaluation on the EU support to Gender Equality and Women's Empowerment in Partner Countries. It calls on the Commission, the High Representative and on Member States to learn from past lessons and step up the joint efforts for a more coherent, efficient and effective implementation of the Gender Action Plan 2016-2020, both at headquarters and in partner countries, in consultation with civil society. Engagement with civil society needs to be ensured throughout the full cycle of planning, implementation, monitoring and evaluation of the GAP. Coherence and consistency with the EU's Action Plan on Human Rights and Democracy 2015-2019 and the new policy strategy for Gender Equality in the EU after 2015 shall also be ensured.
8. The Council reiterates the importance of strategic and efficient monitoring, evaluation, reporting and follow-up. It therefore welcomes the GAP's systematic monitoring and accountability framework against which to measure progress on gender equality and girls' and women's rights and empowerment in third countries. Given the importance of the GAP as a tool for implementation of the 2030 Agenda, the Council looks forward to the final set of SDG indicators expected in 2016 and calls on the Commission to revise the GAP indicators and the EU International Cooperation and Development Results Framework accordingly. In this context the Council underlines an important role of the European Institute of Gender Equality.
9. The Council recognises and welcomes the important role the GAP Taskforce has played in developing the GAP. The Council calls upon the Commission and the High Representative to continue its collaboration with Member States on implementation and the monitoring of the GAP in particular through the Member States' gender experts group.

10. The Commission, the High Representative and Member States are expected to deliver against the GAP and report transparently on progress, setbacks and financing as set out in the GAP. To this end, Member States are committed to supporting the implementation of the GAP and are strongly encouraged to actively participate in its monitoring. The Council calls for a yearly mandatory and systematic reporting by all EU actors in order to improve the effectiveness, transparency and coherence of EU investments and their impact on gender equality and to improve accountability of EU investments to EU citizens and ultimately to beneficiaries. The Commission services and the EEAS will inform the Council on an annual basis on the implementation of the GAP.
11. The Council calls on all parties to secure sufficient financial and human resources in order to fully deliver on the EU's commitments on gender equality, empowerment and human rights' enjoyment of women and girls. The Council stresses the need for increased funding within the existing envelopes to ensure the effective implementation of the actions identified in the GAP. It calls on the Commission and the High Representative to continue implementing the three-pronged approach through targeted actions, effective gender mainstreaming and political dialogue.
12. The GAP offers a way forward for the EU external relations to more effectively deliver on their commitments to gender equality and girls' and women's empowerment and an opportunity to highlight the transversal role of gender equality, in coherence with the EU internal action, also in the framework of the universal 2030 Agenda. It allows for a more effective engagement across Commission services and the EEAS and enhances policy coherence in implementing EU gender equality objectives. The GAP builds upon experience and achievements to date, it learns from the past and provides a strong focus for the future, highlighting four pivotal areas to achieve real progress on gender equality and transform girls' and women's lives.

13. An institutional and cultural shift along with strengthened proactive leadership are a necessary precondition to achieve gender equality in all EU external relations, and for the full implementation of the thematic areas. The Council therefore calls on the Commission and the High Representative to ensure that this institutional cultural shift is realised quickly and in full. It will need to be accompanied by strong communication, adequate training and active involvement of EU Delegations and Member States' embassies.

## **ANNEX to the Annex**

### **Measures for Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020**

The Joint Staff Working Document "Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020" (SWD) provides the monitoring and accountability framework against which to measure progress on gender equality and girls' and women's rights and empowerment in developing, enlargement and neighbourhood countries, including in fragile, conflict and emergency situations.

It applies to the European Commission services (Directorates General International Cooperation and Development, Neighbourhood and Enlargement Negotiations, and when relevant Humanitarian Aid and Civil Protection, as well as the Service for Foreign Policy Instruments) and to the European External Action Service (EEAS), each for the areas where they are in charge, both at headquarters and EU Delegations level.<sup>1</sup> Coordination and collaboration with EU Member States will continue to be ensured.<sup>2</sup>

Delivery against the measures and transparent reporting on progress and setbacks are expected, as an established practice. The purpose of reporting is twofold:

- Improve effectiveness of EU initiatives and their impact on gender equality
- Improve accountability of EU initiatives to EU institutions and citizens, and ultimately to beneficiaries.

EU thematic and geographical actions will be able to point to where they have contributed to the overarching four priorities highlighted in this SWD, to how progress has been measured and to resources dedicated to supporting gender objectives.

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<sup>1</sup> Without prejudice to the specific arrangements for candidate countries and potential candidates under the EU's enlargement policy.

<sup>2</sup> Commission services, the EEAS and EU Member States are further referred to as "EU actors".

In order to ensure consistent and rigorous application of reporting methodologies and indicators, the Commission services and the EEAS will develop detailed guidance (see generic guidance in Annex 2). Use of existing systems will be encouraged, such as the External Action Management Reports (EAMR). The SWD and the measures in this Annex include indicators by which to track progress (both in terms of EU contribution and in terms of contextual progress). For the most part, the indicators are based on the indicators proposed in the ongoing international discussions on Sustainable Development Goals (SDGs) indicators and on the EU Results Framework<sup>3</sup>. They will be reviewed in 2016 following the adoption of the SDGs in September 2015, and the related indicators that are yet to be finalised in the first half of 2016.

**Central to the reporting approach is:**

- **Systematic reporting by all EU actors on the institutional culture shift against the relevant** indicators set out in this Annex<sup>4</sup>. This reporting will be informed by the internal reporting that EU Members States already have in place or will put in place in line with their country gender action plans or policies.
- **Systematic gender analysis** for all new external actions (e.g. bilateral, regional, and thematic). EU actors reporting on their activities will use sex and age-disaggregated data wherever available.<sup>5</sup> Possibilities for concerted efforts, where needed, to generate data will be explored including for opportunities to build statistical capacity to measure and report gender sensitive information.

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<sup>3</sup> Launching the EU International Cooperation and Development Results Framework, SWD(2015) 80 final, 26.3.2015

<sup>4</sup> This is why the Institutional Culture Shift is presented first in this Annex.

<sup>5</sup> EU Plan of Action on Gender Equality and Women's Empowerment in Development 2010-2015 (SWD, SEC(2010) 265 final), 8.3.2010

For the **three thematic priorities** (physical and psychological integrity, economic and social rights, voice and participation), the EU actors are not expected to report against all objectives. They are required to **identify which specific objectives (from this Annex) they will focus their interventions on, either through targeted gender actions or through mainstreaming gender equality in other actions** (at relevant level dependent on the type of programme). The systematic **gender analysis**, during the preparation of new actions, would inform the selection of indicators. The identification of specific objectives from this Annex and indicators is to **be completed by second semester of 2016, and wherever possible in coordination among all EU actors. The Commission services and the EEAS (at EU Delegations and headquarters level) will report annually on EU contribution to at least one objective per thematic priority.**<sup>6</sup> EU contribution is defined as development outputs and direct outcomes of EU projects and programmes that can be linked to the achievement of specific objectives of this SWD.

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<sup>6</sup> DG ECHO will be exempted as the **activities** covered under their humanitarian mandate only respond to one of the thematic priorities.

## A. Institutional Culture Shift in the European Union External Relations – SYSTEMATIC REPORTING

**Goal:** The EU will continue to ensure that its commitments on gender equality are translated into clear and tangible outcomes and are accompanied by improved coordination, coherence, leadership, gender evidence and analysis, and adequate financial and human resources.

Objectives	Activities	Indicators	Actors
1. Increased coherence and coordination amongst EU institutions and with Member States.	1.1. At international, political, and bilateral level, develop common EU positions highlighting gender and human rights dimensions.	1.1.1. Annually, N# of EU positions for key international agendas that included a focus on gender equality, and the rights of girls and women  1.1.2. N# of political/ policy dialogues between EU actors and partners in the country that raise gender equality issues per year and at country level	EEAS  Commission services (EC), EEAS, MS
	1.2. EU policies on cross border issues to consider their potential impact on gender equality in partner countries.	1.2.1. Status of the European Strategy for Equal Opportunities between Women and Men 2010 - 2015 (Milestone 1 Strategy adopted; Milestone 2 Strategy implemented)	EC
	1.3. Member States to endorse measures for "Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020" (SWD) and commit to supporting the achievement of identified priorities.	1.3.1. N# of Member States programmes that support the achievement of the priorities identified in the SWD	EC, MS
	1.4. EU institutions and Member States to apply the principle of burden sharing for the implementation of the objectives of the SWD, and ensure coherence with the Human Rights country strategies.	1.4.1. N# of partner countries where EUDs and MS have agreed on context specific measures from the SWD	EC, MS
		1.4.2. N# of partner countries with gender donor coordination mechanisms led by the EU on donor side	EC, MS
		1.4.3. N# of Human Rights country strategies that include gender equality as an objective	EEAS

<b>Objectives</b>	<b>Activities</b>	<b>Indicators</b>	<b>Actors</b>
2. Dedicated leadership on gender equality and girls' and women's empowerment established in EU institutions and Member States.	2.1. Identify political and management level champions from amongst relevant EU actors.	2.1.1.N# of senior gender champions appointed at HQ and country level  2.1.2.Whether a mechanism is established to consult external senior expertise on strategic and ad-hoc issues in relation to gender equality (e.g. advisory board)	EC, EEAS, MS  EC
	2.2. Improve the participation of women in decision-making positions within the EU.	2.2.1.Ratio of women as EU Heads of Missions (Baseline 2014: 24%)	EC, EEAS, MS
	2.3. Develop incentives for managers to improve transparency and to ensure delivery of results on gender equality, including through resource and staff allocation, systems of reward and redress and minimum standards. <sup>1</sup>	2.3.1.N# of good practices highlighted in Institutional Annual Reports.  2.3.2.N# of corrective actions taken per year to improve performance on gender equality  2.3.3.Perception by EU staff of management performance on gender (Source: annual survey)  2.3.4.N# of rewards or equivalents handed out to management / programme staff as per agreed criteria  2.3.5.Findings of final independent evaluation of EU leadership on gender equality	EC, EEAS  EC, MS, EEAS  EC, EEAS  EC, EEAS, MS
	2.4. Management to review and report results on gender equality and girls and women's empowerment and set new ambitious objectives.	2.4.1.Whether corporate reporting systems include a clear assessment of performance on the SWD objectives as a requirement  2.4.2.N# of spot checks evaluating performance on gender equality per year  2.4.3.Findings of independent evaluation of quality and reach of EU results for women and girls	EC, EEAS, MS  EC, EEAS, MS  EC, EEAS, MS

<sup>1</sup> The minimum standards of performance are: OECD/DAC Gender Marker 0 (a marker which attributes a score to projects based on how significant its gender dimension is) is always justified; there is a gender analysis done for all priority sectors (by end 2016); sex-disaggregated data is used throughout the project and programme cycle and programming; gender expertise is available and used timely in the programme cycle and programming; SWD objectives are selected to be reported on.

<b>Objectives</b>	<b>Activities</b>	<b>Indicators</b>	<b>Actors</b>
		2.4.4.N# of SWD objectives EUDs and MSs select to report against at country level	EC, EEAS, MS
3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments.	3.1. The EU Mid Term Review 2017 of the financing instruments and reviews of multi-annual programming documents (or equivalent for others) work out how results for girls and women of all ages can be improved.	3.1.1. Change (increase or decrease) in dedicated funding to improving results for girls and women after reviews and 2017 MTR (or equivalent)	EC, MS
	3.2. EU staff in relevant positions (including Heads of Missions) receive training on gender equality.	3.2.1.N# of staff, disaggregated by level, trained on gender equality per year, and reporting changes in the way that they work.	EC, EEAS, MS
		3.2.2.N# of gender focal persons (or equivalent) trained per year.	EC, EEAS, MS
		3.2.3.Gender mainstreamed into all training provided <sup>2</sup>	EC, EEAS, MS
	3.3. Job descriptions include responsibilities and tasks for the promotion of gender equality.	3.3.1.N# of Gender Focal Persons (or equivalent) who have 3 years of gender expertise and/or more than 5 years of technical experience in a related field	EC, EEAS, MS
		3.3.2.N# of job descriptions that contain gender equality as an area of responsibility, by seniority	EC, EEAS, MS
		3.3.3.Gender point included in performance assessment systems for relevant staff (Management, Heads of Mission, Gender Focal Points etc.)	EC, MS, EEAS
	3.4. Facilitate how the EU learns and maintain EU knowledge management systems on gender equality.	3.4.1.EU gender resource package (i.e. research, capacity development and knowledge building material) on-line (by April 2016)	EC
		3.4.2.Capacity4dev.eu user statistics on use of gender resources	EC
	3.5. Provide technical expertise on gender to EU actors at headquarters and in partner country	3.5.1.N# of queries responded to, disaggregated by thematic area	EC, EEAS, MS

<sup>2</sup> Milestone 1: mainstreaming started in 2016. Milestone 2: gender training is mainstreamed across all operational and management staff training by 2017

<b>Objectives</b>	<b>Activities</b>	<b>Indicators</b>	<b>Actors</b>
4. <u>Robust gender evidence</u> used to inform all EU external spending, programming and policy making.	4.1. Inform all actions, whatever aid modalities (e.g. budget support), with strong and rigorous gender analysis that is reflected in the final programme implementation.	4.1.1.N# of thematic, bilateral and regional programmes per year using gender analysis to inform design.	EC, MS
		4.1.2.N# of programme evaluations per year that include an assessment of impact on women and girls.	EC, MS
	4.2. Establish quality assurance processes for project documents; and question spending approval wherever gender is not adequately considered.	4.2.1.Whether internal processes of methodological review are carried out to mainstream gender in quality assurance mechanisms (e.g. for the EC: Quality Support Group, etc.).	EC, MS
	4.3. Ensure that consultation with National Gender Equality Mechanisms and Civil Society Organisations working on girls' and women's rights inform country level programmes, regardless of the sector.	4.3.1.% of programmes using findings of consultations with National Gender Equality Mechanisms, CSOs, women's organisations, to inform action design.	EC, MS
	5.1. Corporate results frameworks (e.g. the EU Results Framework), include gender sensitive indicators and sex-disaggregated data.	5.1.1.Status of results monitoring on gender sensitive indicators (Milestone 1: by end 2016, if needed, corporate results frameworks are revised to include gender sensitive indicators and indication of sex disaggregation that is aligned with SDGs indicators. Milestone 2: By end-2016 all results gathered in addition to those included in corporate results frameworks are sex-disaggregated where relevant  5.1.2.% of results disaggregated where relevant by sex in Results Framework(s)  5.1.3.Status of SWD indicators as compared to the SDGs (target – by end	EC, MS  EC, MS  EC, EEAS, MS

<b>Objectives</b>	<b>Activities</b>	<b>Indicators</b>	<b>Actors</b>
	5.2. Revise SWD indicators on the basis of the agreed Sustainable Development Goals' (SDGs) monitoring framework/indicators.	2016, if needed, the SWD is reviewed taking the finalised SDG indicators into consideration)	
	5.3. Apply systematically the Gender Equality Policy Marker of the OECD Development Assistance Committee (G-marker) and justify G0 scores to management.	5.3.1. N# of justifications for OECD Marker G0 scores (defined as: "no inherent potential to impact on gender equality")  5.3.2. % of new programmes that score G1 or G2 (Target: 85% of new programmes score G1 or G2 by 2020)	EC, MS
6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality.	6.1. Support the research and independent analysis capacity of national statistics institutes, academia and CSOs, including macro-economic analysis, gender responsive budgeting and gender stereotypes.	6.1.1. N# of research projects co-financed by EU (EUD/MS) on gender related issues  6.1.2. N# of programmes reporting improvement in quality and availability of sex-disaggregated/gender specific statistics through EU support	EC, MS
	6.2. Reinforce the coordination between EU and (international) actors working locally, especially at political dialogue level.	6.2.1. N# of partner countries with gender coordination mechanisms that include (international) actors working locally	EC, MS
	6.3. Support the National Gender Equality Mechanisms (NGEM) in their role of coordination for gender equality at country level.	6.3.1. N# of programmes for NGEM supported by EU  6.3.2. N# of sector programmes working with the NGEM	EC, EEAS, MS
	6.4. Work together with media operators to raise their own and public awareness on gender equality.	6.4.1. N# of projects building awareness of local and national media on gender issues in partner countries and supported by EU	EC, EEAS, MS

## B. Thematic Priority: Physical and Psychological Integrity

**Goal:** The EU will continue to contribute in a measurable manner to preventing, and responding to, all forms of violence against girls and women. The table below provides a non-exhaustive list of indicators that can be used to measure contextual progress, and/or EU contribution to change. Only the most relevant indicators per selected objectives should be reported on<sup>3</sup>. The table also provides a non-exhaustive list of types of activities and examples that can be implemented to reach the specific objectives. These are not prescriptive; activities should be selected on the basis of context and country priorities<sup>4</sup>.

Objectives	Indicators	Examples of possible activities
<p>7. Girls and women <u>free from all forms of violence</u> against them (VAWG) both in the public and in the private sphere.</p>	<p>7.1. % of women aged 20-24 who were married or in a union by age 15 (SDG 5.40)<sup>5</sup></p> <p>7.2. Prevalence of girls and women 15-49 who have experienced physical or sexual violence (by an intimate partner) in the last 12 months (SDG 5.38)</p> <p>7.3. % of referred cases of gender and sexual based violence against women and children that are investigated and sentenced (SDG 5.39)</p> <p>7.4. % of girls and women aged 15-49 years who have undergone Female Genital Mutilation and Cutting (SDG 5.41)</p> <p>7.5. N# of individuals directly benefiting from Justice, Rule of Law and Security Sector Reform programmes funded by EU (EU RF)</p>	<ul style="list-style-type: none"> <li>- Support political, legislative, judicial, &amp; law enforcement action for compliance with agreed standards that drive gender equality.</li> <li>- Support legislative action to penalise all VAWG and gender based violence and to protect victims.</li> <li>- Support comprehensive coverage for the protection of girls and women and the prosecution of perpetrators.</li> <li>- Improve the capacity of the judiciary and law enforcement to provide redress to VAWG victims, in line with international standards.</li> <li>- Invest in governmental and non-governmental services that support survivors of VAWG.</li> <li>- Support collection, analysis and dissemination of VAWG data, including through National Statistical Offices.</li> <li>- Encourage broad based education for behavioural change regarding gender based violence, engaging men and boys and communities.</li> </ul>

<sup>3</sup> Further details are included in the Guidance Note (Annex 2).

<sup>4</sup> In view of its specific mandate, the European Commission's Humanitarian Aid and Civil Protection Directorate General (ECHO) reports solely on activities and indicators that are relevant to humanitarian action.

<sup>5</sup> The reference number of SDG proposed indicators refers to the 20 March 2015 version.

<b>Objectives</b>	<b>Indicators</b>	<b>Examples of possible activities</b>
8. Trafficking of girls and women for all forms of exploitation eliminated.	<p>7.6. Measure of sex ratios and comparison of child mortality according to the gender</p> <p>8.1. N# countries that comply with recommendations from the Universal Periodic Review and UN Treaties (ref. CEDAW, CRC, UN Convention against Transnational Organized Crime and the Palermo Protocol) (adaptation of SDG 16.2)</p> <p>8.2. N# of individuals directly benefiting from trafficking programmes funded by EU</p>	<ul style="list-style-type: none"> <li>- Support strong gender sensitive legislation against trafficking of human beings.</li> <li>- Invest in governmental and non-governmental services to survivors, for their empowerment, well-being and full reintegration into society.</li> <li>- Invest in broad based education for prevention and reduction of vulnerabilities to trafficking, with a particular focus on child protection.</li> <li>- Support data collection and analysis on drivers and mechanisms of trafficking.</li> </ul>
9. Protection for all women and men of all ages from sexual and gender based violence in crisis situations; through EU supported operations.	<p>9.1. N# of EU Partner countries reporting a decrease in the incidence of sexual violence as a weapon of war</p> <p>9.2. N# countries that comply with recommendations from the Universal Periodic Review and UN Treaties (SDG 16.2)</p> <p>9.3. Number of violent deaths per 100,000 disaggregated by sex (EURF Level 1)</p> <p>9.4. N# of refugees (SDG 16.89)</p> <p>9.5. Losses from natural disasters by climate and non-climate related events (in US\$ and lives lost) (SDG 11.6 cross reference)</p> <p>9.6. N# of individuals directly benefiting from EU supported programmes that specifically aim to support civilian post-conflict peace building and/ or conflict prevention (EURF)</p> <p>9.7. N# of EU funded humanitarian targeted actions that respond to GBV.</p> <p>9.8. % of peace keeping and peace building missions</p>	<ul style="list-style-type: none"> <li>- Support initiatives to tackle the culture of impunity with regards to sexual and gender based violence.</li> <li>- Support accountability systems as per Inter Agency Standing Committee guidelines on Gender Based Violence; educate security, military and peacekeeping forces about sexual and gender-based violence.</li> <li>- Implement safeguarding policies for adequate humanitarian responses that address the specific needs and vulnerabilities of men and women of all ages.</li> <li>- Prevent and decrease sexual and gender based violence in conflict, through community level redress systems, empowerment of women, and engagement of men and boys.</li> <li>- Support healthcare services and CSO working for the psychological and physical recovery and social reinsertion of survivors of sexual and gender based violence.</li> <li>- Engage, to the extent possible, in community awareness programmes on sexual and gender based violence.</li> </ul>

<b>Objectives</b>	<b>Indicators</b>	<b>Examples of possible activities</b>
	<p>with specific provisions to improve the security and status of girls and women of all ages</p> <p>9.9. N# of EU funded humanitarian programs marked 2 by the ECHO gender/age marker and/or Inter-Agency Standing Committee (IASC) marker</p> <p>9.10. N# of EU MS and partner country sign up to the global initiative Call to Action on Protection from GBV in emergencies</p>	
10. Equal access to quality preventive, curative and rehabilitative physical and mental health care services for girls and women.	<p>10.1. % of people in malaria-endemic areas sleeping under insecticide-treated bed nets (SDG 3.11)</p> <p>10.2. Proportion of persons with a severe mental disorder (psychosis, bipolar affective disorder, or moderate –severe depression) who are using services (SDG 3.28)</p> <p>10.3. % of beneficiaries using hospitals, health centres, and clinics providing basic drinking water, adequate sanitation and adequate hygiene (SDG 6.5)</p> <p>10.4. N# of people with advance HIV infection receiving antiretroviral drugs with EU support (EURF)</p> <p>10.5. N# of 1-year olds immunised with EU support (EURF)</p>	<ul style="list-style-type: none"> <li>- Support extension of national coverage and access by women of all ages to all types of health care services, paying attention to multiple-discrimination, e.g. age, ethnicity, religion, rural/ urban, etc.</li> <li>- Support the removal of any and all barriers limiting the access to good quality and affordable health care services for all.</li> <li>- Invest in integrated child and maternal health with the presence of a sufficient number of qualified healthcare professionals across the country.</li> </ul>

<b>Objectives</b>	<b>Indicators</b>	<b>Examples of possible activities</b>
11. Promoted, protected and fulfilled right of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health, free from discrimination, coercion and violence.	11.1. Maternal mortality ratio 11.2. Antenatal care services coverage (at least one visit and at least four visits) (SDG3.2) 11.3. % of women with cervical cancer screening (SDG 3.17) 11.4. Met demand for family planning (SDG 5.44) 11.5. % of young people receiving comprehensive sexuality education (SDG 5.5) 11.6. N# of births attended by skilled personnel with EU support (EURF) 11.7. N# of women using any method of contraception with EU support (EURF)	<ul style="list-style-type: none"> <li>- Support legislative and policy compliance with the Programme of Action of the International Conference of Population Development and the outcomes of their review conferences.</li> <li>- Support universal access to quality, affordable and comprehensive sexual and reproductive health-care services.</li> <li>- Support quality, accessible and affordable sexual and reproductive health-care services including family planning to girls and women of reproductive age and their partners, treatment of sexually transmitted diseases.</li> </ul>

<b>Objectives</b>	<b>Indicators</b>	<b>Examples of possible activities</b>
12. Healthy nutrition levels for girls and women and throughout their life cycle.	12.1. % of children born with low birth weight (SDG 2.3) 12.2. Proportion of population below minimum level of dietary energy consumption (SDG 2.8) 12.3. % of women of reproductive age with anaemia (SDG 2.9) 12.4. % of eligible population covered by national social protection programmes (SDG 1.4) 12.5. N# of women of all ages, but especially at reproductive age, and children under 5 benefiting from nutrition related programmes with EU support (EURF) 12.6. N# of food insecure people receiving assistance through social transfers supported by the EU (EURF)	<ul style="list-style-type: none"> <li>- Empower women (through income, control of resources and knowledge) as key actors for improving nutrition for themselves and their families.</li> <li>- Support the implementation of nutrition related programmes for vulnerable households.</li> <li>- Reduce with priority occurrence of malnutrition among pregnant and lactating women.</li> </ul>

## C. Thematic Priority: Economic, Social and Cultural Rights - Economic and Social Empowerment

**Goal:** The EU will continue to contribute in a measurable manner to girls' and women's economic and social empowerment, to their active participation in the economy and to the prevention of economic exploitation.

The table below provides a non-exhaustive list of indicators that can be used to measure contextual progress, and/or EU contribution to change. Only the most relevant indicators per selected objectives should be reported on.<sup>6</sup> The table also provides a non-exhaustive list of types of activities and examples that can be implemented to reach the specific objectives. These are not prescriptive; activities should be selected on the basis of context and country priorities<sup>7</sup>.

Objectives	Indicators	Examples of activities
13. Equal access for girls and women to all levels of quality education and vocational education and training (VET) free from discrimination.	13.1 Primary completion rate for girls and boys (SDG 4.33) 13.2 Secondary completion rate for girls and boys (SDG 4.35) 13.3 Tertiary enrolment rates for women and men (SDG 4.37) 13.4 Literacy rate of 15-24 year-olds, women and men (SDG 4.5) 13.5 % of pupils enrolled in primary and secondary schools providing drinking water, adequate sanitation, and adequate hygiene services (SDG 6.4) 13.6 Personnel in Research and Development (per million inhabitants) (SDG 9.63)	<ul style="list-style-type: none"> <li>- Support legislation and national capacity full coverage of quality and non-discriminatory education for learners of all ages.</li> <li>- Ensure a safe, free of sexual and gender based violence environment that responds to child protection principles.</li> <li>- Provide education (both formal and non-formal), that addresses gender stereotypes, and allows for lifelong learning.</li> <li>- Promote gender-equal role models in the transition from education to the labour market through curricula and gender parity among teachers.</li> <li>- Support vocational and professional training for girls and boys that enable them to be change agents.</li> </ul>

<sup>6</sup> Further details are included in the Guidance Note (Annex 2).

<sup>7</sup> In view of its specific mandate, the European Commission's Humanitarian Aid and Civil Protection Directorate General (ECHO) reports solely on activities and indicators that are relevant to humanitarian action.

Objectives	Indicators	Examples of activities
	<p>13.7 N# of children enrolled in primary education with EU support (EURF)</p> <p>13.8 N# of children enrolled in secondary education with EU support (EURF)</p> <p>13.9 N# of teachers trained with EU support (EURF)</p> <p>13.10 Ratio of female to male who have benefitted from Vocational Education and Training / Skills development and other active labour market programmes with EU support (EURF)</p>	

Objectives	Indicators	Examples of activities
14. Access to decent work for women of all ages.	<p>14.1. In EU partner countries, income share held by women in the lowest 40% of income distribution (EURF Level 1)</p> <p>14.2. Average number of hours spent on paid and unpaid work combined (total work burden) by sex (SDG 5.42)</p> <p>14.3. Share of women among the working poor: employed people living below \$1.25 (PPP) per day (EURF Level 1)</p> <p>14.4. Employment to population ratio (EPR) by gender and age group (15-64) (SDG 8.5)</p> <p>14.5. Number of countries that have ratified and implemented fundamental ILO labour standards and complied in law and practice (SDG 8.57)</p> <p>14.6. Informal employment as a percentage of total non-agricultural employment, by sex (ECOSOC Minimum set of gender indicators, by domain I.9; measured by ILO)</p>	<ul style="list-style-type: none"> <li>- Support gender sensitive legislative and public finance reforms, which account for the role of women in the care economy, unpaid labour, unequal gender distribution of family responsibilities, overrepresentation in the informal economy, women in agriculture, and the gender pay gap.</li> <li>- Support institutional capacity to deliver on these reforms and policies.</li> <li>- Support government's social protection floor that ensures access by women of all ages, especially those who are subject to multiple discrimination.</li> <li>- Support challenges to social norms and attitudes that hinder women's economic empowerment, including economic and social recognition of unpaid and care work.</li> <li>- Analyse impacts of international trade on gender equality in connection with trade negotiations.</li> <li>- Support regulation for legal migration and protection of the rights of migrant workers with due regard to gender inequalities.</li> <li>- Invest in reducing women's risk of distress migration and the concomitant exposure to abuse and exploitation, and support economically viable alternatives.</li> <li>- Analyse and address the overrepresentation of female workforce in the informal economy.</li> </ul>

Objectives	Indicators	Examples of activities
<p>15. Equal access by women to financial services, productive resources including land, trade and entrepreneurship.</p>	<p>15.1. % women, men, indigenous peoples, and local communities with documented or recognised evidence of tenure (SDG 1.5)</p> <p>15.2. % women, men, indigenous peoples, and local communities who perceive the rights recognised and protected (SDG 1.5)</p> <p>15.3. Gender gap in wages, by sector in economic activity (SDG 5.1)</p> <p>15.4. GNI per capita (PPP, current US\$ Atlas method) (SDG 8.54)</p> <p>15.5. Mobile broadband subscription per 100 inhabitants, by urban/ rural (SDG 9.59)</p> <p>15.6. N# of women receiving rural advisory services with EU support (EURF)</p> <p>15.7. N# of women and men who have secure tenure of land with EU support (EURF).</p> <p>15.8. N# of women accessing EU supported community level, (micro-) financial services (EURF)</p>	<ul style="list-style-type: none"> <li>- Support transformative legislation on ownership, inheritance and control of land and other productive resources by women, with special attention to indigenous peoples.</li> <li>- Eliminate barriers to women's equal access to markets, private sector development services, financial services, entrepreneurship, and Information Communication Technologies (ICTs).</li> <li>- Support female entrepreneurship as well as care facilities that assist families.</li> <li>- Increase the affordability and use of technology, expand rural access, and boost digital literacy for women.</li> </ul>

Objectives	Indicators	Examples of activities
<p>16. Equal access and control over clean water, energy, transport infrastructure, and equitable engagement in their management, enjoyed by girls and women.</p>	<p>16.1. Proportion of population using an improved drinking water source (EURF Level 1)</p> <p>16.2. Road traffic deaths per 100,000 population (SDG 3.25)</p> <p>16.3. % of population using safely managed water services, by urban/ rural (SDG 6.45)</p> <p>16.4. % of population using safely managed sanitation services, by urban/ rural (SDG 6.46)</p> <p>16.5. Share of population using modern cooking solutions by urban/ rural (SDG 7.50)</p> <p>16.6. Share of population using reliable electricity by urban/ rural (SDG 7.51)</p> <p>16.7. N# of people with access to all season roads with EU support (EURF)</p> <p>16.8. N# of women of all ages provided with access to sustainable energy services with EU support (EURF)</p>	<ul style="list-style-type: none"> <li>- Support public policies and community-based natural resource management systems that generate greater coverage, safer access to, and inclusive decision making over sustainable energy, infrastructure and water by women of all ages.</li> <li>- Put in place legislation or public policies to enable girls and women to participate in decision-making.</li> <li>- Support the development of infrastructure with safe, affordable and accessible means of public transport for women of all ages.</li> <li>- Support country monitoring systems to report with sex disaggregated data and qualitative analysis the situation of water and sanitation, energy, infrastructure in the country.</li> </ul>

## D. Thematic Priority: Political and civil rights - Voice and Participation

**Goal:** The EU will continue to contribute in a measurable manner to an increase in girls' and women's agency, voice and participation in social, economic, political and civil life.

The table below provides a non-exhaustive list of indicators that can be used to measure contextual progress, and/or EU contribution to change. Only the most relevant indicators per selected objectives should be reported on.<sup>8</sup> The table also provides a non-exhaustive list of types of activities and examples that can be implemented to reach the specific objectives. These are not prescriptive; activities should be selected on the basis of context and country priorities<sup>9</sup>.

Objectives	Indicators	Activities
17. Equal rights and ability for women to participate in policy and governance processes at all levels.	17.1. Proportion of seats held by women in national parliaments (EURF Level 1) in EU Partner Countries 17.2. Share of women on corporate boards of national/ multi-national corporations (SDG 5.2) 17.3. Percentage of seats held by women and minorities in national parliament and or sub-national elected office according to their respective share of the population (SDG 5.43) 17.4. Representation of women among mediators, negotiators and technical experts in formal peace negotiations (SGD 16.8)	<ul style="list-style-type: none"> <li>- Support enabling legislation and policy that remove obstacles for women and girls' participation in line with CEDAW, the Beijing Plan of Action, UNSCR 1325 and SDGs.</li> <li>- Guarantee the participation of autonomous women's organisations in legislative processes and policy-making.</li> <li>- Promote the role of women among mediators, negotiators and technical experts in formal conflict prevention, peace negotiations, and peace making.</li> <li>- Promote behavioural change in decision making, combat discriminatory social norms and gender stereotypes at family and community level, through public education and media campaigns, engaging with women as much as men of all ages.</li> <li>- Percentage of women in the key institutions (at national level): Government, Constitutional Council, Judiciary, Election Commission, Human Rights Commission.</li> </ul>

<sup>8</sup> Further details are included in the Guidance Note (Annex 2).

<sup>9</sup> In view of its specific mandate, the European Commission's Humanitarian Aid and Civil Protection Directorate General (ECHO) reports solely on activities and indicators that are relevant to humanitarian action.

Objectives	Indicators	Activities
	17.5. N# of women benefiting from legal aid programmes supported by the EU (EURF)  17.6. % of women candidates in national elections with EU support  17.7. Number of countries carrying out gender-responsive budgeting at local and national level with EU support	
18. Women's organisations and other CSOs and Human Rights Defenders working for gender equality and women's and girls' empowerment and rights freely able to work and protected by law.	18.1. N# of women Human Rights Defenders who have received EU Support (EURF)  18.2. N# of partner countries that guarantees the CSOs right to associate, secure funding, freedom of expression, access to information and participation in public life  18.3. N# of Human Rights and Democracy Country Strategies that include gender equality objectives	<ul style="list-style-type: none"> <li>- Support the participation of women's organisations as accountability agents in budgetary, legislative, and policy making processes at all levels.</li> <li>- Support use of Information and Communication Technologies (ICT) as a catalyst for political and social empowerment of girls and women, and to promote their freedom of expression, gender equality and women's and girls' empowerment and rights and policy making.</li> </ul>

Objectives	Indicators	Activities
19. Challenged and changed discriminatory social norms and gender stereotypes.	19.1. Number of countries that have a positive change in the OECD Social Institutions and Gender Index (SIGI) rating 19.2. % of women aged 15-49 years who intend to cut their daughters (UNICEF data collection) 19.3. N# of EU Partner Countries introducing quota systems to address discriminatory practices and improve women's representation in government institutions and decision making positions 19.4. In EU Partner Countries, N# of communities that formally declare abandoning a practice that discriminates or harms girls and women of all ages	<ul style="list-style-type: none"> <li>- Promote public debate on non-discriminatory gender relationships that respect the physical, mental, social, integrity of boys and girls, and the child protection principle.</li> <li>- Support community, peer-to-peer, outreach and mobilisation action, involve men and boys, engage with leaders and figures of authority to promote the rights of girls and women of all ages and to increase the value placed on them by their own communities.</li> <li>- Invest in broad based education on social constructions of masculinity / femininity and positive change in decision making for family responsibilities, parenthood, opposition to sexual and gender based violence, etc.</li> <li>- Support civil society action of girls and women, men and boys and their associations as agents for change towards gender equality.</li> </ul>
20. Equal rights enjoyed by women to participate in and influence decision-making processes on climate and environmental issues	20.1. Number of deaths per 100,000 from climate-related and natural disasters – average over last ten years (disaggregated by sex) (EURF Level 1)	<ul style="list-style-type: none"> <li>- Increase the resilience of girls and women in facing climate and environmental change and support them as agents of environmental protection.</li> <li>- Research the differentiated impact of climate change on male and female population of all ages, to be able to design public policy that responds to the real needs of men and women.</li> </ul>