

**INTEGRATION OF EQUAL OPPORTUNITIES  
BETWEEN WOMEN AND MEN IN  
OBJECTIVE 1 AND 2 STRUCTURAL FUND  
PROGRAMMING DOCUMENTS**

**SYNTHESIS REPORT**

ASBL ENGENDER  
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## 1. Study objectives

The regulations governing Structural Fund programming for the period 2000-2006 contain a series of requirements concerning the integration of equal opportunities between women and men. A technical document n°3 provided guidance to the Member States and regions on how to take equal opportunities between women and men into account during the preparation of the Structural Fund programmes<sup>1</sup>.

The Member States and regions, as well as the European Commission, were therefore required to ensure that the requirements concerning the integration of equal opportunities between women and men were respected in the programming documents.

The objectives of the study undertaken by Engender asbl on behalf of the European Commission DG REGIO were to:

- identify the extent to which the requirements and recommendations concerning the integration of equal opportunities between women and men were taken into account in the programming documents for Objectives 1 and 2 across the European Union;
- identify a selection of measures which might have a “negative” or “positive” effect on equal opportunities between women and men;
- identify examples of “good practice” concerning the integration of equal opportunities between women and men (“gender mainstreaming”).

Both the main programming documents and, in most cases, the programme complements were assessed. 172 programmes in total were assessed: 96 Objective 1 and 76 Objective 2. These represent the great majority, but not all, of the total Objective 1 and 2 programmes. A huge quantity of information was involved.

It is extremely important to note the limits of the study. The study budget (48.000 EUR) was very small compared to the number of programmes assessed. It must therefore be stressed that the study is not an ex-ante evaluation of the likely impact of the programmes on equal opportunities between women and men, nor of the quality of the treatment of equal opportunities in preparing the programmes (e.g. the validity of the data, of the ex-ante assessments presented or of the strategies selected).

The study was conducted between November 2001 and May 2002. Although the study co-ordinators had insisted on the importance of receiving the documents by mid October 2001, most were delivered in December 2001 and some in January and February 2002. Nonetheless, the deadlines of March 31 2002 and April 30 2002 were respected for the delivery of the draft Objective 1 and 2 reports respectively.

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<sup>1</sup> The co-ordinators of the study were also advisers to the European Commission on the regulations concerning equal opportunities and the authors of the technical document n°3, thus ensuring coherency between the regulations and the criteria used in the study.

## 2. Methodology of study

The study is a documentary assessment only. Experts covering the national languages were engaged to read and assess the references to equal opportunities in the respective programming documents, to complete an analytical grid for each programme, and to identify and briefly describe – using a standard format – the examples of measures and good practice. The assessments contained in the analytical grids were then encoded in a database and syntheses of the results were then produced, for each Objective and Member State.

The analytical grid for the assessment of the treatment of equal opportunities in the programming documents contained 14 criteria. These criteria include the requirements concerning equal opportunities included in Articles of the General Structural Funds Regulation, as well as the main recommendations included in Technical Document n°3. The 14 criteria are presented in the following chapters, which explain the results of the assessments.

A simple distinction between “not at all”, “a little” and “substantial” was used to respond to the criteria. Although a simple “yes” and “no” had been proposed originally (and was specified in the study contract), a pilot assessment exercise showed that this would not reflect sufficiently the differences in extent of attention to equal opportunities in the programme documents. A response “not at all” is given when there is no mention at all of the aspect in the programme document/s. A response “a little” is given where there is some mention of the aspect but a minimal approach is taken. A response “substantial” is given where there is a clear and convincing mention of the aspect. For example “a little” is given when there is reference such as “a balanced representation of women and men will be considered” (i.e. the issue is mentioned, but there is no certain or convincing mention that it will be ensured), but “substantial” is accorded when the document mentions that “balanced representation of women and men will be ensured” and an indication is given of how this will be achieved. Similarly, “a little” is given when only some baseline data are disaggregated by sex, and “substantial” when a major part of the data set is disaggregated by sex.

This report presents the findings of the analyses – globally, for Objectives 1 and 2 separately, and by Member State – together with some brief explanatory comments.

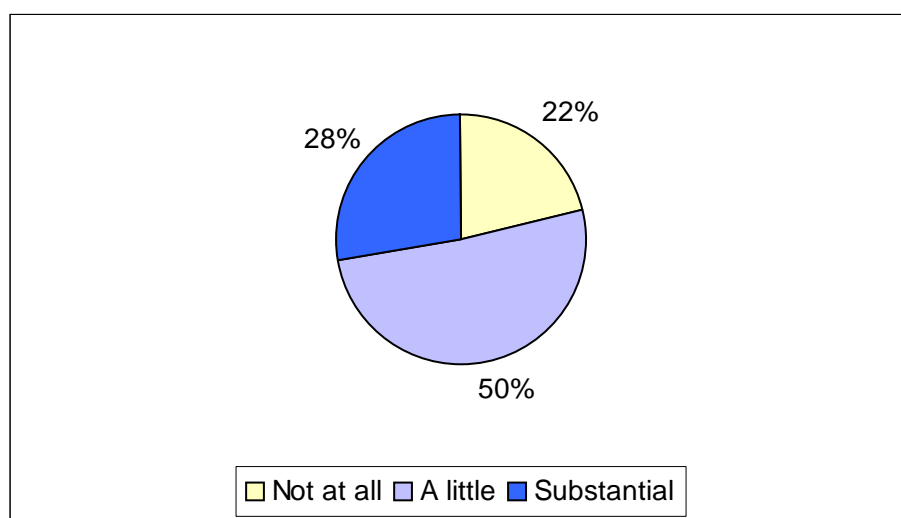
The examples of the measures and good practices are included in the separate Objective 1 and 2 final reports of the study.

### 3. Overall findings

The overall findings of the assessments of both Objective 1 and 2 programming documents are presented in this chapter. Each assessment criterion is presented, followed by brief comments.

#### PREPARATION OF THE PROGRAMMES – ANALYSIS OF THE SITUATION

##### □ **Question 1 : Existence of sex-disaggregated statistics**

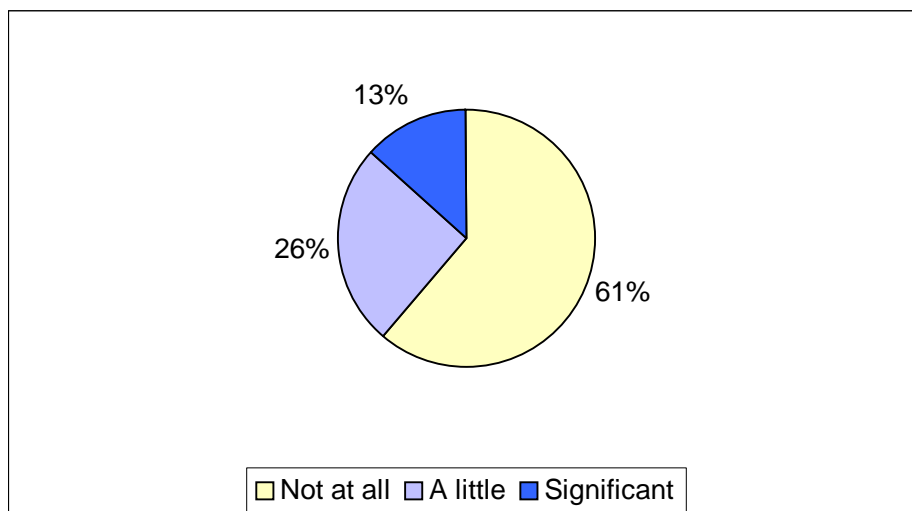


#### Comments

Article 36 (2) of the General Structural Funds Regulation states that, where the nature of the assistance permits, the statistics shall be broken down by sex.

Some effort has been made in half of the programmes to break down by sex some of the main baseline data. Nearly 30% of programmes made a substantial effort to collect and present the baseline data broken down by sex. It is nonetheless surprising – not only because it is clearly stated in the General Regulation but also because it is a fundamental building block for the integration of equal opportunities – that 22% of programmes do not include any data broken down by sex.

□ **Question 2 : Mention of consultation with bodies/organisations responsible for the promotion of gender equality during the preparation of the programme**

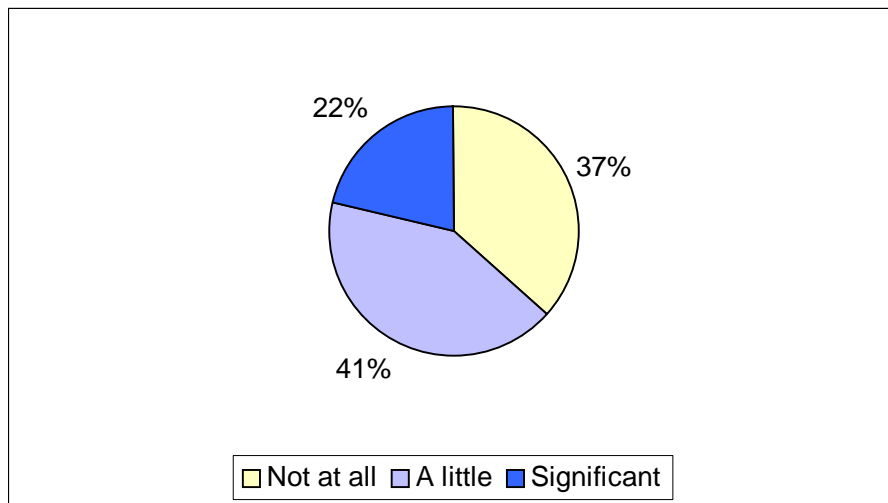


Comments

13% of programme documents indicate that equal opportunities bodies and organisations (or networks) were involved in a substantial way in the preparation of the programmes. In just over a quarter of the programme documents there is some mention of consultation with equal opportunities bodies or organisations, although apparently limited in nature (e.g. the regional equal opportunities officer – along with other regional authority departments - was asked for comments on the draft programme document). However, in over 60% of programme documents there is no mention at all of the involvement of bodies, organisations or networks representing gender equality interests in the formulation of or consultation on the programme.

## EVALUATION EX-ANTE

### □ **Question 3 : Existence of a specific ex-ante evaluation on gender equality**



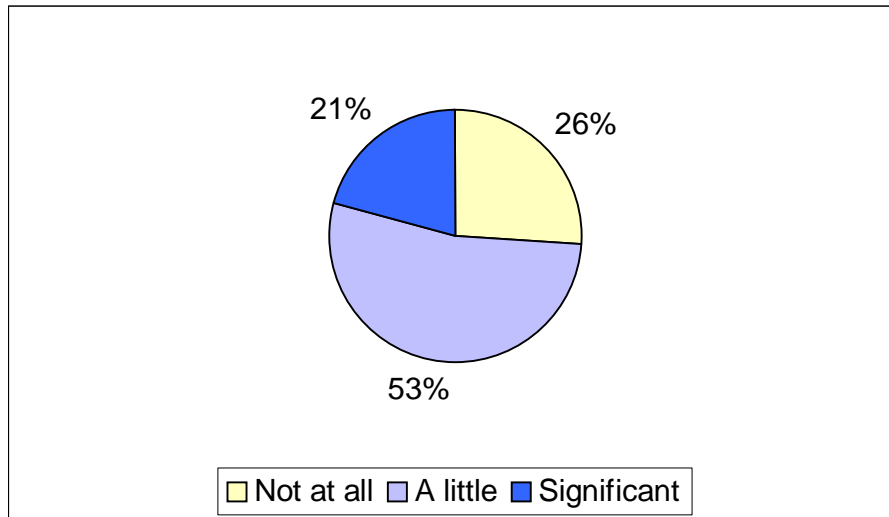
#### Comments

Article 41 (2 c) of the General Structural Funds Regulation obliges the Member States to carry out an ex-ante evaluation of the situation in terms of equality between men and women.

In 22% of programmes there is a specific ex-ante assessment on the situation of women and men, including data and information on key aspects concerning equal opportunities between women and men, such as obstacles to equality, opportunities for advancement and sometimes including a gender-specific SWOT analysis. A further 37% of programmes contain some elements of a specific ex-ante assessment on equal opportunities, sometimes integrated into the main ex-ante assessment or presented in a couple of pages. However, more than a third of programmes include no specific ex-ante assessment, which is surprising given the requirement stated in the General Regulation.

## MANAGEMENT AND IMPLEMENTATION OF THE PROGRAMME

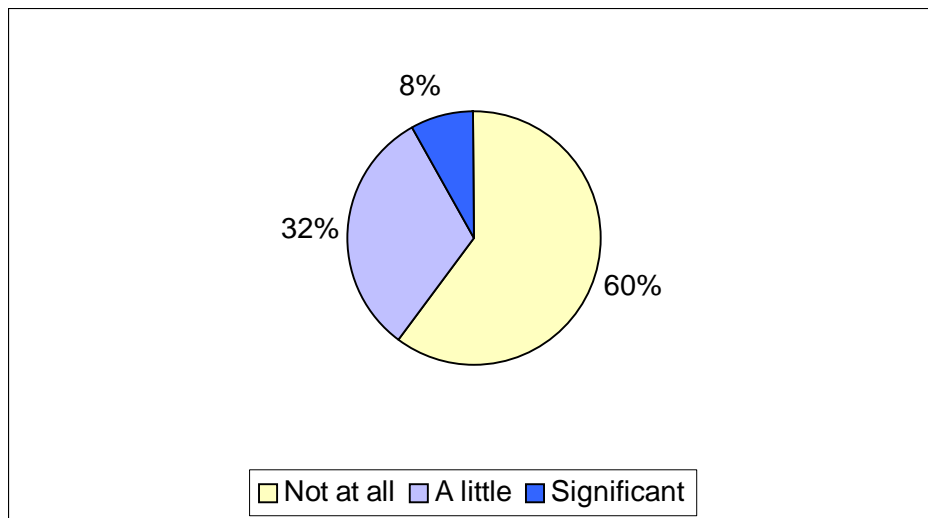
- **Question 4 : Existence of gender equality among the criteria for selecting projects**



### Comments

In more than half the programmes gender equality is mentioned among the criteria for selecting projects within some priorities and measures. In just over 20% of programmes there is more or less systematic inclusion of gender equality among the criteria for selecting projects (usually as a transversal principle across all priorities and measures). More than a quarter of programmes make no mention at all of equal opportunities between women and men being considered as a criteria for selecting projects, even in some priorities or measures.

□ **Question 5a : Mention of information actions targeted at women's or equality organisations and bodies**

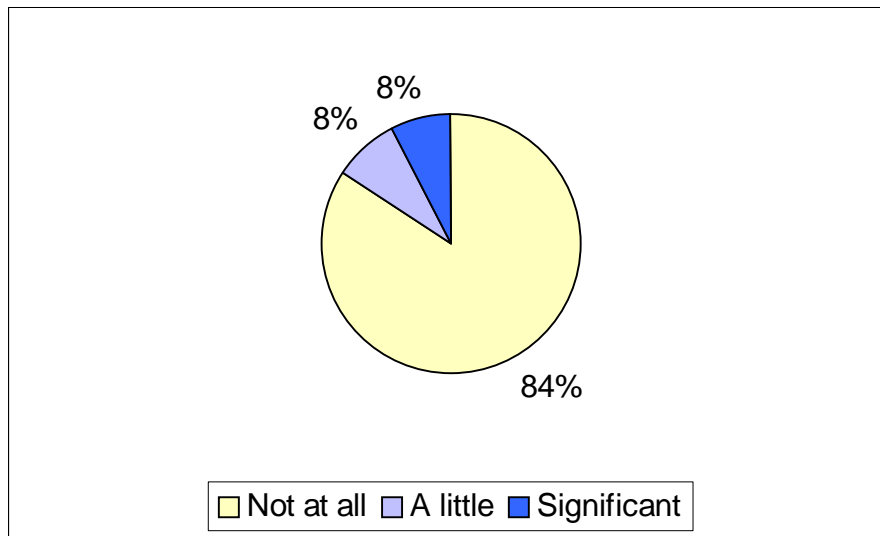


Comments

Article 46 (2a) of the General Structural Funds Regulation obliges the managing authority to provide information to bodies and non-governmental organisations promoting equality between men and women about the opportunities afforded by the assistance.

Nearly a third of programmes mention equality bodies or organisations among the target groups of information actions. A mere 8% of programmes provide a more concrete indication of the information actions that will be conducted to reach equality organisations and bodies. However, the majority of programmes (60%) make no mention at all of any information actions targeted at bodies or organisations promoting gender equality.

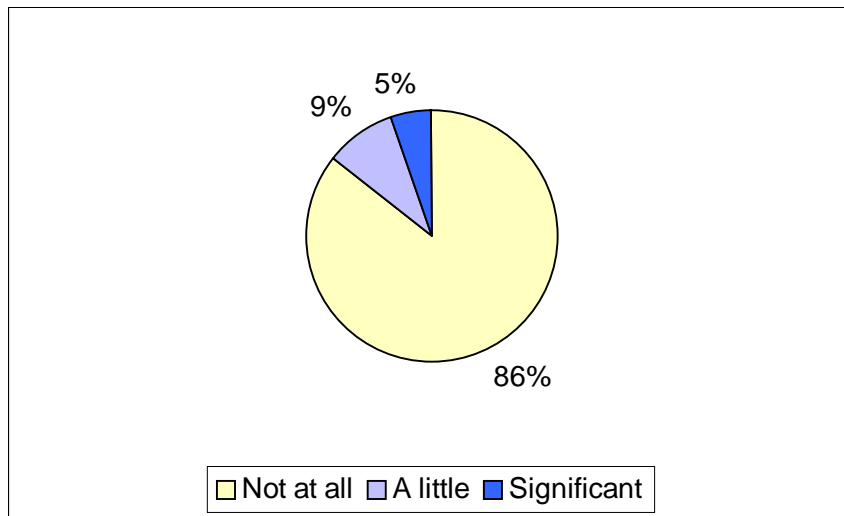
□ **Question 5b : Mention of technical assistance targeted at women's or equality organisations**



Comments

The provision of technical support to women's or equality organisations is not part of the General Regulation, but is a good indication of the extent to which the programme management intends to be pro-active in reaching women as a target group and in involving equality organisations in measures and projects. The great majority of programmes make no mention of the provision of technical assistance targeted at women's or equality organisations. 16% of programmes contain references to such technical assistance, in half of these there is a clear strategy to support women's or equality organisations to participate in measures and projects.

□ **Question 6: Training in gender equality issues planned for programme managers and/or members of the monitoring committee**

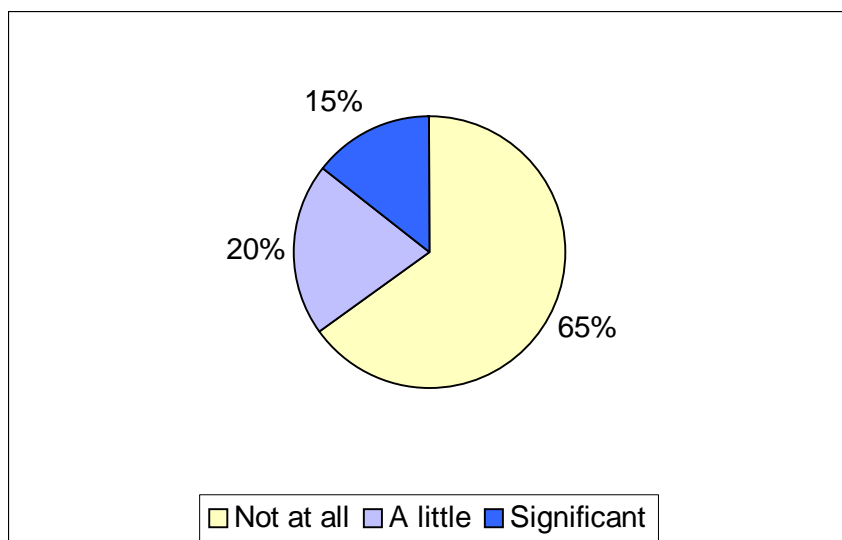


Comments

Training for programme management personnel is not referred to in the General Regulation, but has been clearly mentioned in recommendations concerning the integration of equal opportunities into Structural Fund programmes and has been highlighted in examples of good practice from leading regions in the European Union.

The great majority of programmes make no mention at all of the intention to raise the awareness of or to train programme management personnel or committee members. In only 5% of programmes is there a precise indication of the intention to ensure that programme managers and committee members have the knowledge and skills required to ensure the integration of equal opportunities, while a further 9% of programmes make some mention of the intention to undertake awareness-raising and/or provide training.

□ **Question 7: Balanced representation of women and men in monitoring committees**

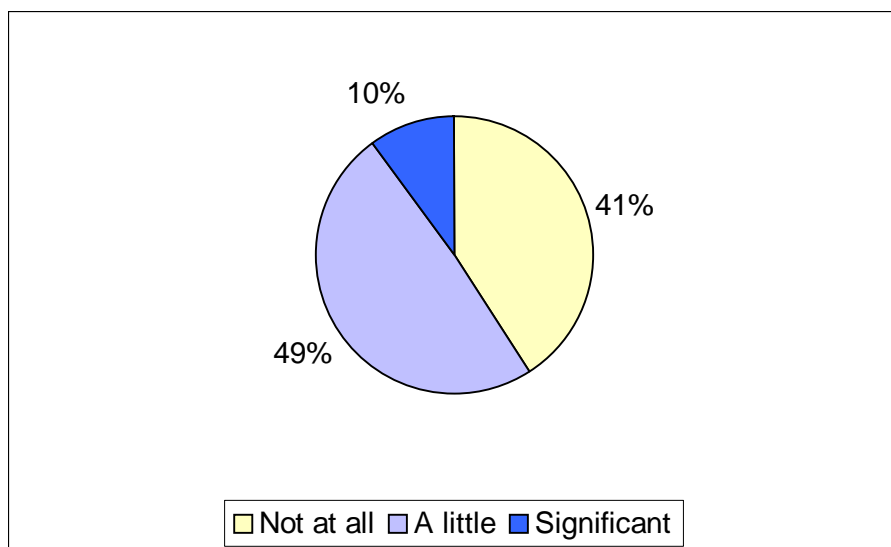


Comments

According to Article 35 (1) of the General Structural Funds Regulation, the balanced participation of women and men in the Monitoring Committees shall be promoted.

Surprisingly, given the reference in the General Regulation, nearly two-thirds of the programmes make no mention at all of the need to promote the balanced participation of women and men in the Monitoring Committees. 20% of programmes mention this, but the wording – for example that gender balance will be “considered” – is less than definite. Only 15% of programmes include a clear and convincing statement of the principle of gender balance is a priority and that efforts will be made to achieve it.

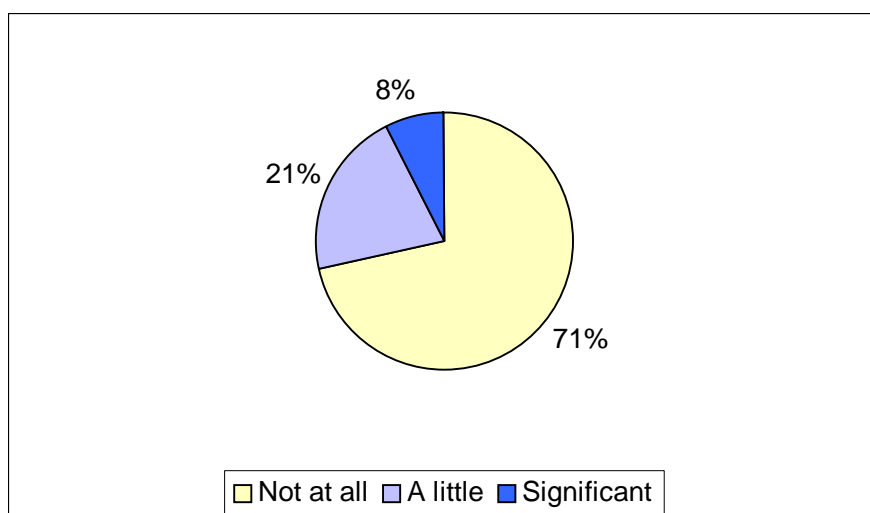
- **Question 8 : Representation, in the monitoring committee, of bodies or organisations responsible for the promotion of gender equality**



#### Comments

Involving equality bodies or organisations in the Monitoring Committee is one means of ensuring that gender equality issues are raised and addressed at key levels of the programme management. It is therefore encouraging to note that nearly half of programmes mention the involvement of a body or organisation concerned with equality issues (normally the regional body or department dealing with such issues) in the Monitoring Committee, and a further 10% provide clear and convincing references to the representation in the Monitoring Committee of bodies concerned with equality issues. Even so, 41% of programmes make no mention at all of such a possibility.

- **Question 9: Creation of a specific working group on gender equality associated with the monitoring committee and/or programme management**

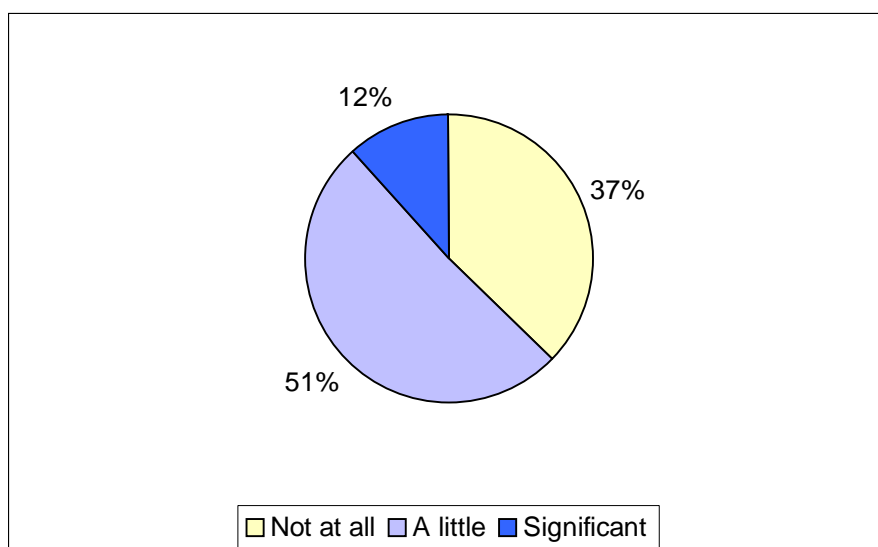


#### Comments

The establishment of expert working groups on equal opportunities – to advise and support the programme management or committees in their work – has been identified as an effective strategy for bringing in appropriate skills and competencies, and for ensuring, on an ongoing basis, the integration of equal opportunities into the management of programmes. Nearly 30% of programmes mention of the intention to establish such a working group.

## STRATEGY (OBJECTIVES, PRIORITIES, MESURES)

### □ *Question 10 : Presence of specific objectives concerning gender equality*



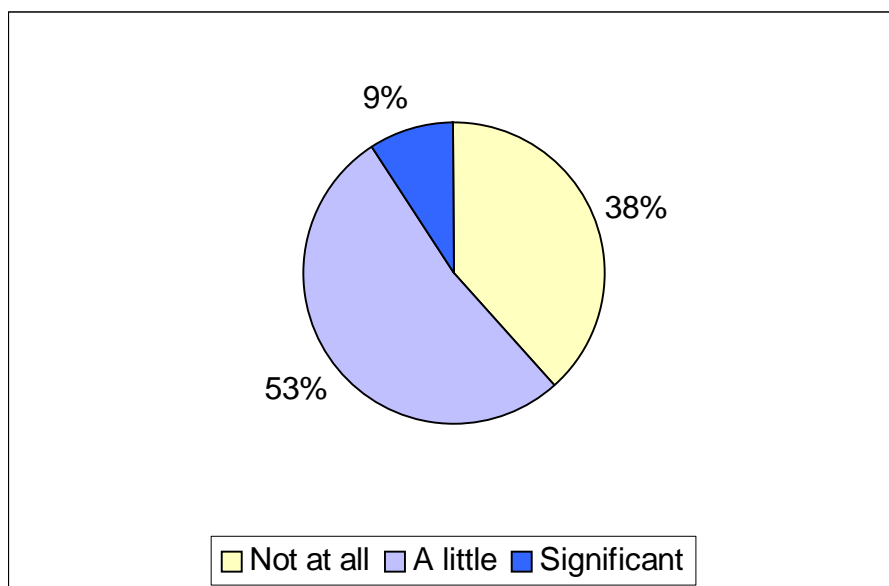
#### Comments

Community policy is clear about the contribution that the Structural Funds should make to reduced gender inequalities and to the promotion of equality between women and men. Moreover, the Structural Funds are required to contribute to the achievement of the European Employment Strategy, the fourth pillar of which concerns gender equality.

Just over half of the programme documents make some mention of objectives concerning equal opportunities between women and men, although the precise contribution that the programme will make to reduced inequalities or improved equality between women and men is rarely quantified. One in eight programmes present clear, quantified objectives concerning reduced inequalities or improved equality, such as reduced gender gaps in unemployment or remuneration or an increased proportion of female managers or entrepreneurs.

Over a third of programme documents make no mention at all of any objectives concerning the reduction of inequalities or the promotion of equality between women and men. While equal opportunities might be "taken into account" in some priorities or measures, there is no expressed intention that the programme as a whole should contribute to reduced inequalities or to the promotion of greater equality between women and men.

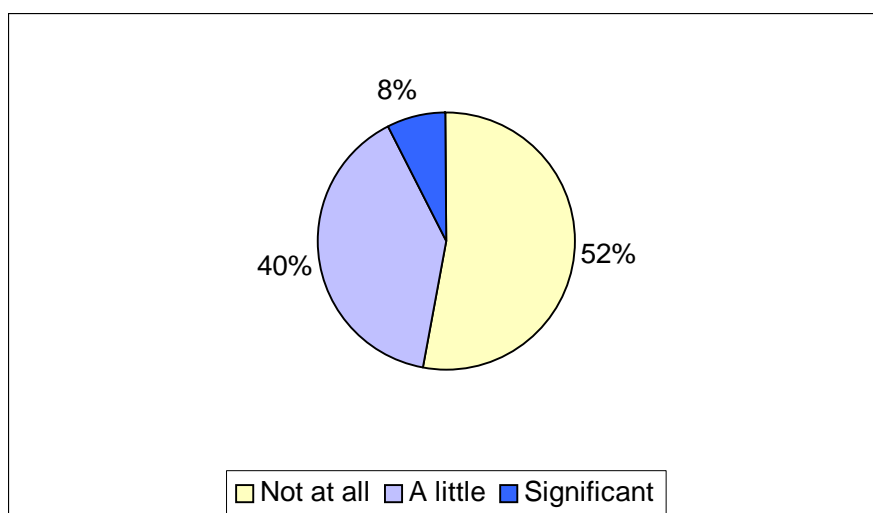
□ **Question 11 : Presence of indicators concerning gender equality**



Comments

Similar to the presence of equality objectives, over half of the programme documents include some indicators for improved equal opportunities between women and men. These tend to be the variables only, and the quantified baseline and final targets necessary to complete the indicators are not given. In less than 10% of programme documents are there comprehensive indicators for improved equality between women and men, which include quantified baseline and final targets. Nearly 40% of programme documents include no indicators for equal opportunities at all.

- **Question 12 : Correspondence between the indicators given in the programme document and those proposed in technical document n°3**

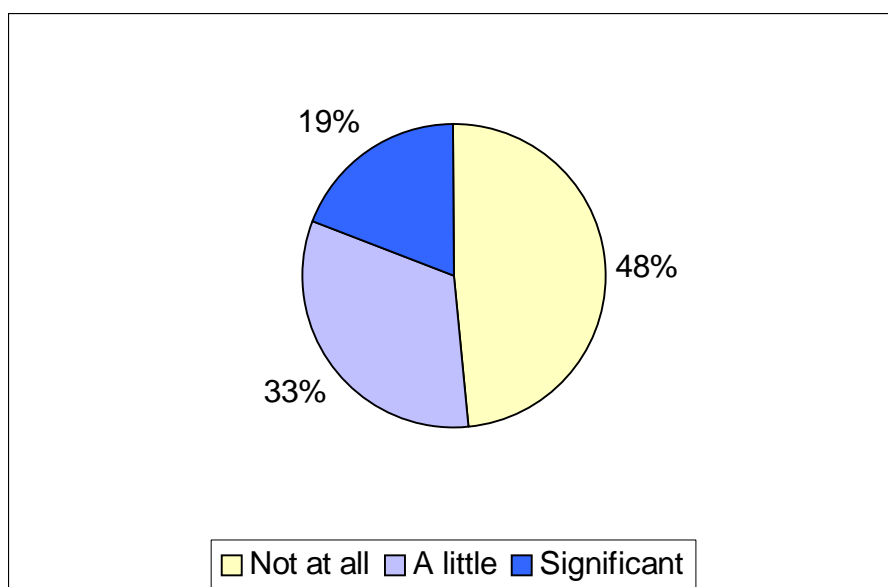


#### Comments

Technical document n°3, part of the Commission's technical guidance for the preparation of programmes, included some illustrative examples of indicators, covering the main aspects of equality at different levels and for different types of priorities or measures.

Paralleling the results of question 11, 40% of the programmes include indicators that correspond to some extent with those indicated in the technical document, while a further 8% achieve a substantial level of correspondence. More than half do not correspond, mainly because no indicators are given.

□ **Question 13 : Presence of devices or means to integrate gender equality in mainstream priorities and measures**

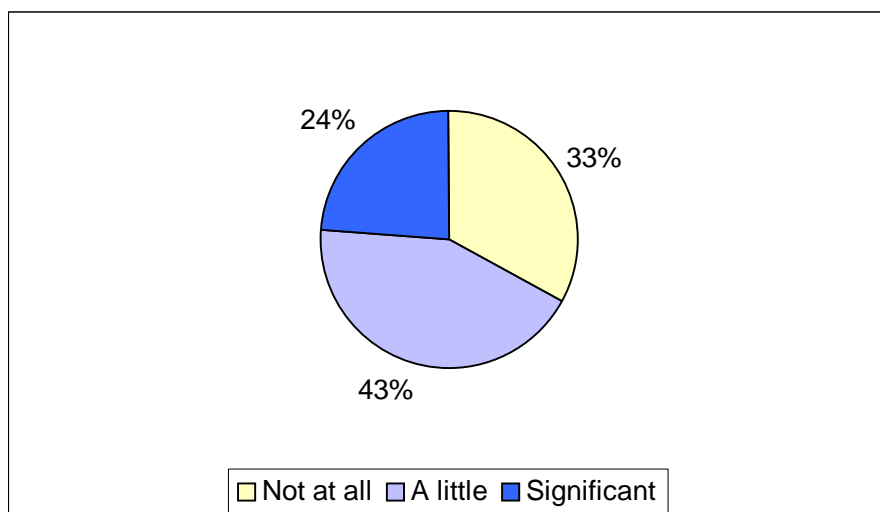


Comments

It is necessary not only to indicate the objectives on gender equality for the programme as a whole and/or for particular priorities and measures, but also to specify how these objectives will be achieved, for example in the criteria and procedures for appraising and selecting projects or by giving special support (e.g. a higher rate of financial support) to projects that contribute positively to gender equality.

A third of programmes include references to devices or measures in some priorities or measures. Nearly 20% of programmes indicate a more systematic approach to gender equality, for example by including gender equality as a transversal principle in project appraisal and selection across the programme or by including specific devices adapted to each priority or measure. However, nearly half of the programmes make no mention at all of any measure or device for ensuring that priorities and measures take equal opportunities into account and contribute to gender equality.

□ **Question 14 : Presence of positive actions concerning gender equality**



Comments

Nearly a quarter of programmes take a robust approach to the use of positive actions as part of their strategy for ensuring that the programme contributes to equality between women and men, either in the form of a specific equality priority or measure or by integrating more or less systematically positive actions in mainstream priorities and measures. 43% of programmes include some positive actions, but in a much less robust or systematic manner.

A third of programmes make no mention at all of positive actions. This is a worrying figure given the explicit emphasis in Community policy and strategy on the dual approach to gender mainstreaming: integration of the aspect across programmes combined with positive actions to tackle specific disadvantages and obstacles. In some cases, the argument given in programme documents is that a gender mainstreaming approach has been taken across the programme and therefore – implicitly or explicitly – positive actions are not required, which indicates a major misunderstanding of the Community’s approach to gender equality. In other cases, it seems that equal opportunities between women and men is simply not a priority, and concrete attention to the issue in the programmes is consequently virtually absent.

#### 4. Findings of the assessment of Objective 1 programme documents

A total of 96 Objective 1 programmes were assessed, broken down by country as follows :

Austria	1
Belgium	1
Germany	7
Spain	18
Finland	2
France	6
Greece	20
Italy	11
Ireland	4
Portugal	19
Sweden	2
United Kingdom	5
TOTAL	96

#### PREPARATION OF THE PROGRAMMES – ANALYSIS OF THE SITUATION

##### □ **Question 1 : Existence of sex-disaggregated statistics**

Overall results:

29% «not at all»  
**52% «a little»**  
 19% «substantial»

Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all			14	17	67		35	9	50	47	50	
A little	100	100	43	55	33		60	73	50	42		60
Substantial			43	28		100	5	18		11	50	40

Comments

Just over half the Objective 1 programmes included some data broken down by sex. Nearly 20% of programmes took a more systematic approach to the disaggregation of data and information by sex. However, nearly 30% of programmes do not include data broken down by sex in their analysis of the situation. France and Ireland are among the Member States with rather weak results under this criterion.

##### □ **Question 2 : Mention of consultation with bodies/organisations responsible for the promotion of gender equality during the preparation of the programme**

Overall results

**79% «not at all»**  
 11% «a little»  
 10% «substantial»

### Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all	100	100	43	94	67		100	27	100	95	100	40
A little					33			64		5		20
Substantial			57	6		100		9				40

### Comments

Nearly four in five Objective 1 programmes make no mention of any consultation with organisations or bodies responsible for promoting gender equality during the preparation of the programme. Only 10% mention a substantial effort to consult with organisations and bodies responsible for equality issues, while a further 11% mention some limited consultation, mainly with the regional department responsible for women's or equality issues. The UK and Germany, and to some extent Italy, have better results than other Member States.

### **EX-ANTE EVALUATION**

- **Question 3 : Existence of a specific ex-ante evaluation on gender equality**

#### Overall results

36% «not at all»  
**47% «a little»**  
 17% «substantial»

### Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all		100		28	67		55	45	50	26	50	20
A little			57	55	33		40	55	50	58	50	20
Substantial	100		43	17		100	5			16		60

### Comments

Specific ex-ante assessments are included in nearly two-thirds of Objective 1 programmes, although only 17% of programmes include thorough and comprehensive assessments of the situation of women and men. Germany and the UK show better results than other Member States.

### **MANAGEMENT AND IMPLEMENTATION OF THE PROGRAMME**

- **Question 4 : Existence of gender equality among the criteria for selecting projects**

#### Overall results

19% «not at all»  
**64% «a little»**

17% «substantial»

### Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all				22	83			46	25	16		
A little		100	43	67	17		100	27	50	79	100	60
Substantial	100		57	11		100		27	25	5		40

### Comments

Nearly four in five Objective 1 programmes include, to a greater or lesser degree, gender equality in the criteria for selecting projects. 17% of Objective 1 programmes take a clear and systematic approach, including gender equality in project selection criteria across the programme or in most of the priorities and measures. However, 20% of programmes make no mention at all of the inclusion of gender equality among the project selection criteria. Italy and France appear to be the weakest countries in this respect, while Germany, Spain, Greece, Portugal and, particularly, the UK are among the countries with a better performance.

- **Question 5a : Mention of information actions targeted at women's or equality organisations and bodies**

### Overall results

**53% «not at all»**  
 39% «a little»  
 8% «substantial»

### Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all		100	14	17	100	100		100	100	100	100	40
A little	100		29	78			100					
Substantial			57	5								60

### Comments

In more than half of the Objective 1 programmes there is no mention of any information actions specifically targeted at women's or equality organisations and bodies. While nearly 40% make some limited reference to such information actions, only 8% of programmes present a convincing description of the information actions to be taken to inform organisations and bodies involved in women's and equality issues. However, programmes in some countries appear to systematically ignore this aspect. Good examples are from the UK (Cornwall and Scilly, South Yorkshire, West Wales and Valleys), Spain (ESF-ERDF programme against discrimination) and Germany (Brandenburg, Mecklenburg-Vorpommern, Sachsen, Sachsen-Anhalt).

□ **Question 5b : Mention of technical assistance targeted at women's or equality organisations**

Overall results

**89% «not at all»**  
 4% «a little»  
 7% «substantial»

Results by country

	<b>A</b>	<b>B</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>FIN</b>	<b>GR</b>	<b>I</b>	<b>IRL</b>	<b>P</b>	<b>S</b>	<b>UK</b>
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all	100	100	29	94	83	100	100	91	100	100	100	40
A little			14	6	17			9				
Substantial			57									60

Comments

Support measures for organisations or bodies involved in women's and equality issues are mentioned in only a very small proportion of Objective 1 programmes. Germany and the UK are the strongest in this respect. While not part of the General Regulation, such measures indicate the extent to which programmes are committed to involving equality organisations and promoting the participation of women.

□ **Question 6 : Training in gender equality issues planned for programme managers and/or members of the monitoring committee**

Overall results

**86% «not at all»**  
 8% «a little»  
 6% «substantial»

Results by country

	<b>A</b>	<b>B</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>FIN</b>	<b>GR</b>	<b>I</b>	<b>IRL</b>	<b>P</b>	<b>S</b>	<b>UK</b>
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all	100	100	43	78	83	100	100	91	100	95	50	60
A little				22	17			9		5	50	
Substantial			57									40

Comments

The great majority of Objective 1 programmes make no mention of awareness-raising or training for programme management or monitoring committee members.

Good examples, however, are from Germany (Berlin, Mecklenburg-Vorpommern, Sachsen, Thüringen) and the UK (South Yorkshire, West Wales and Valleys).

□ **Question 7: Balanced representation of women and men in monitoring committees**

Overall results

**58% «not at all»**  
 28% «a little»  
 14% «substantial»

Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all		100	29	89	100	50		91	25	100		
A little			14			50	100		75			40
Substantial	100		57	11				9			100	60

Comments

In more than half the Objective 1 programmes assessed, there is no mention of the intention to promote the balanced participation of women and men in monitoring committees. While just over 40% of programmes mention this issue (which is clearly stated in the General Regulation) only 14% give a clear statement of intention to move to achieving gender balance.

□ **Question 8: Representation, in the monitoring committee, of bodies or organisations responsible for the promotion of gender equality**

Overall results

26% «not at all»  
**67% «a little»**  
 7% «substantial»

Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all		100	14	6	100	100		82	25		100	40
A little	100		14	94			100	18	75	100		20
Substantial			72									40

Comments

Nearly two-thirds of Objective 1 programmes mention the representation of equality organisations or bodies in the monitoring committee, which is a positive result. In many cases the programme indicates the formal involvement of the regional body representing equality or women's issues. Just a few programmes mention more explicitly and in more detail who will be involved and how: these are from Germany (Berlin, Brandenburg, Mecklenburg-Vorpommern, Sachsen, Sachsen-Anhalt) and the UK (South Yorkshire, West Wales and Valleys).

□ **Question 9: Creation of a specific working group on gender equality associated with the monitoring committee and/or programme management**

Overall results

**68% «not at all»**  
 25% «a little»  
 7% «substantial»

Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all	100	100	29	89	100	100	100	82	100		100	40
A little			14	11				9		100		20
Substantial			57					9				40

Comments

Although not part of the General Regulation, the creation of equality working groups is recommended good practice in supporting the mainstreaming of gender in Structural Fund programmes. A third of Objective 1 programmes make at least some mention of the intention to establish a specific working group on equality. Particularly good examples are from Germany (Berlin, Mecklenburg-Vorpommern, Sachsen, Thuringen), Italy (the Technical Assistance Programme) and the UK (South Yorkshire, West Wales and Valleys).

**STRATEGY (OBJECTIVES, PRIORITIES, MESURES)**

□ **Question 10: Presence of specific objectives concerning gender equality**

Overall results

44% «not at all»  
**49% «a little»**  
 7% «substantial»

Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all		100		22	17		100	27	75	47		20
A little			86	78	66			73	25	47	100	60
Substantial	100		14		17	100				6		20

Comments

44% of Objective 1 programmes include no specific objectives on reduced gender equalities. Nearly a half include some specific objectives, while only 7% present clearly quantified objectives specifying the improvements on equality between women and men that the programme will contribute to achieving. Good examples can be found in the programmes of Burgenland (Austria), Thüringen (Germany), Guadeloupe (France), North Finland, the Vocational Training and Social Integration Programme of Portugal and South Yorkshire (UK).

□ **Question 11 : Presence of indicators concerning gender equality**

Overall results

46% «not at all»  
**48% «a little»**  
 6% «substantial»

Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all	100			22	83		65	45	75	63		20
A little		100	86	72	17		35	55	25	32	100	60
Substantial			14	6		100				5		20

Comments

Just over a half of Objective 1 programmes include some indicators concerning gender equality, although only a very few programmes include clearly quantified gender indicators which describe the baseline situation and intended targets. Good examples are from Germany (the Federal Transport Programme), Spain (the ESF-ERDF Programme against discrimination), Finland (East Finland, North Finland), Portugal (Vocational Training and Social Integration Programme) and the UK (South Yorkshire).

□ **Question 12 : Correspondence between the indicators given in the programme document and those proposed in technical document n°3**

Overall results

**58% «not at all»**  
 39% «a little»  
 3% «substantial»

Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all	100	100	29	22	83		95	55	75	74		20
A little			71	72	17	100	5	45	25	21	100	60
Substantial				6						5		20

Comments

The results parallel those of question 11. Programmes that include gender indicators demonstrate some degree of correspondence with the suggested indicators given in the technical document n°3.

□ **Question 13 : Presence of devices or means to integrate gender equality in mainstream priorities and measures**

Overall results

**63% «not at all»**  
 24% «a little»  
 13% «substantial»

Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all				61	83		85	73	25	95	50	
A little	100	100	57	22	17		15	27	75		50	40
Substantial			43	17		100				5		60

Comments

Just over a third of Objective 1 programme documents mention procedures or instruments for ensuring that equality issues are taken into account in priorities and measures. Germany, Finland and the UK are leading examples in this respect.

□ **Question 14 : Presence of positive actions concerning gender equality**

Overall results

28% «not at all»  
**42% «a little»**  
 30% «substantial»

Results by country

	A	B	D	E	F	FIN	GR	I	IRL	P	S	UK
<i>Number of programmes</i>	1	1	7	18	6	2	20	11	4	19	2	5
<b>Responses in %</b>												
Not at all			14	28	17		25	9	25	74	50	
A little		100			83		75	73	75	21	50	60
Substantial	100		86	72		100		18		5		40

Comments

Nearly three-quarters of Objective 1 programmes include, to lesser or greater extent, positive actions concerning gender equality. Nonetheless, nearly 30% make no mention at all of positive actions. Since positive actions have been promoted in the framework of European Structural Fund programmes and initiatives for more than ten years – and are clearly identified as part of a gender mainstreaming strategy – it is surprising that so many programmes make no mention of positive actions at all. It should be noted that countries with a strong record on integrating gender into Objective 1 programmes (Finland, Germany and the UK, for example) are also relatively strong on the use of positive actions. Positive actions are perfectly coherent with a gender mainstreaming approach.

## 5. Findings of the assessment of Objective 2 programme documents

A total of 76 Objective 2 programmes were assessed, broken down by country as follows :

Austria	3
Denmark	1
Germany	10
Spain	7
Finland	2
France	21
Italy	13
Netherlands	1
Sweden	4
United Kingdom	14
TOTAL	76

### PREPARATION OF THE PROGRAMMES – ANALYSIS OF THE SITUATION

#### □ **Question 1 : Existence of sex-disaggregated statistics**

##### Overall results:

12% «not at all»  
**49% «a little»**  
 39% «substantial»

##### Results by country

	A	D	DK	E	F	FIN	I	NL	S	UK
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all					29		8		25	7
A little	33	20	100	57	57		92			36
Substantial	67	80		43	14	100		100	75	57

##### Comments

The great majority of programming documents include at least some baseline data broken down by sex. Nearly 40% provided reasonably comprehensive statistics differentiated by sex. One in eight programmes, however, did not respect Article 36 of the General Regulation indicating that data should, wherever possible, be broken down by sex. France and Italy performed rather poorly in this respect.

#### □ **Question 2 : Mention of consultation with bodies/organisations responsible for the promotion of gender equality during the preparation of the programme**

##### Overall results

39% «not at all»  
**44% «a little»**  
 17% «substantial»

### Results by country

	<b>A</b>	<b>D</b>	<b>DK</b>	<b>E</b>	<b>F</b>	<b>FIN</b>	<b>I</b>	<b>NL</b>	<b>S</b>	<b>UK</b>
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all		20	100	57	14		61		75	64
A little	33	40			86	100	31	100	25	14
Substantial	67	40		43			8			21

### Comments

Just over 60% of programme documents mention some consultation with bodies concerned with equality issues during the preparation of the programme. In most cases this was limited to formal consultation with the regional body or department dealing with women's or equality affairs. Some programmes conducted a more serious and substantial consultation, involving equality working groups or networks in the formulation process. Good examples can be found in Austria, Germany and Spain.

### **EX-ANTE EVALUATION**

#### **Question 3 : Existence of a specific ex-ante evaluation on gender equality**

#### Overall results

36% «not at all»  
36% «a little»  
28% «substantial»

### Results by country

	<b>A</b>	<b>D</b>	<b>DK</b>	<b>E</b>	<b>F</b>	<b>FIN</b>	<b>I</b>	<b>NL</b>	<b>S</b>	<b>UK</b>
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all				14	62		69	100		28
A little	33	10	100	72	29	50	23		100	36
Substantial	67	90		12	9	50	8			36

### Comments

Well over half the Objective 2 programmes included at least some elements of an ex-ante evaluation of the situation in terms of equality between men and women. In nearly 30% of programmes this ex-ante evaluation was undertaken thoroughly and comprehensively. Good examples are from Austria, Germany, Finland and the UK.

However, in spite of the clear requirement in Article 41 (2 c) of the General Regulation, a substantial proportion of programmes included no ex-ante evaluation of the situation in terms of equality between men and women. A particularly poor performer in this respect was France.

## MANAGEMENT AND IMPLEMENTATION OF THE PROGRAMME

- **Question 4 : Existence of gender equality among the criteria for selecting projects**

### Overall results

36% «not at all»  
**38% «a little»**  
 26% «substantial»

### Results by country

	A	D	DK	E	F	FIN	I	NL	S	UK
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all	33	10		43	43		85	100	25	
A little	67		100	57	48	50	15		75	43
Substantial		90			9	50				57

### Comments

The majority of Objective 2 programmes mention the intention to include, for at least some priorities or measures, gender equality in the criteria for selecting projects. Just over a quarter of programmes take a systematic approach, including gender equality as a one of the selection criteria across the programme or in most priorities and measures. Good examples can be found in programmes in Germany, Finland and the UK.

However, over a third make no mention of the intention to include gender equality among the selection criteria, raising questions about how these programmes will ensure that the projects contribute to improved equality between women and men.

- **Question 5a : Mention of information actions targeted at women's or equality organisations and bodies**

### Overall results

**68% «not at all»**  
 24% «a little»  
 8% «substantial»

### Results by country

	A	D	DK	E	F	FIN	I	NL	S	UK
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all		80	100		100	100	100		100	21
A little	33	10		100				100		57
Substantial	67	10								21

### Comments

In spite of the clear reference in Article 46 of the General Regulation, a substantial majority of Objective 2 programmes make no mention at all of the intention to target information measures at women's or equality organisations and bodies. Just under a third of programmes make at least some mention of equality or women's organisations among the groups targeted by the intended information activities. Only a very small percentage provide

convincing details of the information activities targeted at women and/or equality organisations. Good examples can be found in Austria (Kaernten, Niederösterreich), Germany (Nordrhein-Westfalen) and the UK (West Midlands, North West England, Yorkshire & Humber).

- **Question 5b : Mention of technical assistance targeted at women's or equality organisations**

Overall results

**79% «not at all»**  
 13% «a little»  
 8% «substantial»

Results by country

	A	D	DK	E	F	FIN	I	NL	S	UK
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all	33	70	100	86	95	100	100	100	100	36
A little		20		14	5					43
Substantial	67	10								21

Comments

While not required by the General Regulation, the provision of technical support to women's or equality organisations is an indicator of the extent to which the programmes make an effort to involve women and to make use of the knowledge and experiences of women's or equality organisations in their sphere of activity. Around one in five programmes make some reference to the provision of such support. As for the provision of information, good examples can be found in Austria (Kaernten, Niederösterreich), Germany (Nordrhein-Westfalen) and the UK (West Midlands, North West England, Yorkshire & Humber).

- **Question 6 : Training in gender equality issues planned for programme managers and/or members of the monitoring committee**

Overall results

**85% «not at all»**  
 11% «a little»  
 4% «substantial»

Results by country

	A	D	DK	E	F	FIN	I	NL	S	UK
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all	67	70	100	100	91	100	100	100	100	64
A little	33	10			9					29
Substantial		20								7

Comments

Very few programmes make any mention of the intention to raise the awareness of, or to train, programme managers or members of monitoring committees in how to take equality issues into account in programme management. Only Niedersachsen (Germany) and Yorkshire & Humber (UK) make a clear reference to the intention to provide such training.

□ **Question 7: Balanced representation of women and men in monitoring committees**

Overall results

**74% «not at all»**  
 10% «a little»  
 16% «substantial»

Results by country

	<b>A</b>	<b>D</b>	<b>DK</b>	<b>E</b>	<b>F</b>	<b>FIN</b>	<b>I</b>	<b>NL</b>	<b>S</b>	<b>UK</b>
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all	67	90		100	95	50	100	100		21
A little					5	50				43
Substantial	33	10	100						100	36

Comments

Nearly three-quarters of Objective 2 programmes make no mention of the intention to promote the balanced participation of women and men in monitoring committees, despite the clear requirement in Article 35 of the General Regulation. Spain, France, Italy and Germany are amongst the worst performers in this respect. Only 16% of programmes make clear and convincing references to the intention to promote or ensure gender-balanced monitoring committees.

□ **Question 8: Representation, in the monitoring committee, of bodies or organisations responsible for the promotion of gender equality**

Overall results

**59% «not at all»**  
 28% «a little»  
 13% «substantial»

Results by country

	<b>A</b>	<b>D</b>	<b>DK</b>	<b>E</b>	<b>F</b>	<b>FIN</b>	<b>I</b>	<b>NL</b>	<b>S</b>	<b>UK</b>
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all		10	100		86	100	92		100	50
A little	100	40		100	14		8	100		14
Substantial		50								36

Comments

Just over 40% of Objective 2 programmes give at least some indication that there will be representation by bodies or organisations responsible for equality issues in the monitoring committee. However, nearly 60% of Objective 2 programmes give no indication of this. Clear and precise indications of the involvement of equality organisations in monitoring committees can be found in Germany (Bayern, Niedersachsen, Hamburg, Nordrhein-Westfalen, Schleswig-Holstein) and in the UK (East Wales, North West England, East Midlands, Yorkshire & Humber, West Scotland).

□ **Question 9 : Creation of a specific working group on gender equality associated with the monitoring committee and/or programme management**

Overall results

**76% «not at all»**  
 16% «a little»  
 8% «substantial»

Results by country

	<b>A</b>	<b>D</b>	<b>DK</b>	<b>E</b>	<b>F</b>	<b>FIN</b>	<b>I</b>	<b>NL</b>	<b>S</b>	<b>UK</b>
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all	100	80	100	14	95		92	100	100	57
A little		10		86	5	100	8			7
Substantial		10								36

Comments

Not required by the General Regulation, but often recommended as “good practice”, nearly a quarter of Objective 2 programmes make at least some mention of the intention to create a specific working group on equal opportunities between women and men, to support the monitoring committee and/or programme management. The creation of such working groups is mentioned clearly in the programme documents for East Wales, North West England, East Midlands, Yorkshire & Humber and West Scotland in the UK and for Nordrhein-Westfalen in Germany.

**STRATEGY (OBJECTIVES, PRIORITIES, MESURES)**

□ **Question 10 : Presence of specific objectives concerning gender equality**

Overall results

29% «not at all»  
**54% «a little»**  
 17% «substantial»

Results by country

	<b>A</b>	<b>D</b>	<b>DK</b>	<b>E</b>	<b>F</b>	<b>FIN</b>	<b>I</b>	<b>NL</b>	<b>S</b>	<b>UK</b>
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all	33			14	24		61		25	43
A little	67	40	100	86	62		31	100	75	50
Substantial		60			14	100	8			7

Comments

Just over 70% of Objective 2 programmes mention at least some specific objectives concerning the reduction of inequalities and promotion of equality between women and men. 17% of programmes – including programmes from Germany, France, Finland, Italy and the UK – include precise and quantified objectives concerning the reduction of gender inequalities.

□ **Question 11 : Presence of indicators concerning gender equality**

Overall results

29% «not at all»  
**58% «a little»**  
 13% «substantial»

Results by country

	A	D	DK	E	F	FIN	I	NL	S	UK
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all	33	10			38		54	100	25	21
A little	33	70	100	43	62		46		75	71
Substantial	33	20		57		100				8

Comments

Just over 70% of Objective 2 programmes contain at least some indicators concerning equal opportunities between women and men. Nearly 30% of programmes contain no quantified indicators measuring reductions in inequality between women and men. Quantified indicators for reduced inequalities between women and men are presented most convincingly in just 13% of programmes, including programmes from Austria, Germany, Spain, Finland and the UK.

□ **Question 12 : Correspondence between the indicators given in the programme document and those proposed in technical document n°3**

Overall results

**46% «not at all»**  
 41% «a little»  
 13% «substantial»

Results by country

	A	D	DK	E	F	FIN	I	NL	S	UK
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all	67	10			86		69	100	25	21
A little		70	100	29	9	100	31		75	71
Substantial	33	20		71	5					8

Comments

Where clear indicators exist, these correspond reasonably well with those proposed in the technical document n°3.

□ **Question 13 : Presence of devices or means to integrate gender equality in mainstream priorities and measures**

Overall results

29% «not at all»  
**43% «a little»**  
 28% «substantial»

### Results by country

	A	D	DK	E	F	FIN	I	NL	S	UK
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all			100	43	29		54	100	100	
A little	67	20		57	62		46			43
Substantial	33	80			9	100				57

### Comments

Just over 70% of Objective 2 programmes mention the intention to include, in at least some priorities or measures, mechanisms to ensure equal opportunities between women and men (such as project selection criteria or special incentives). Good examples of programmes come from Austria, Germany, Finland, UK and, to a lesser extent, France. However, nearly 30% of programmes make no mention of any mechanisms, suggesting that they have paid insufficient attention to how equal opportunities will be ensured within the programme.

#### □ **Question 14 : Presence of positive actions concerning gender equality**

### Overall results

37% «not at all»  
**45% «a little»**  
18% «substantial»

### Results by country

	A	D	DK	E	F	FIN	I	NL	S	UK
<i>Number of programmes</i>	3	10	1	7	21	2	13	1	4	14
<b>Responses in %</b>										
Not at all	33	20		100	33		39	100	50	21
A little	33	10	100		62		61		50	57
Substantial	33	70			5	100				21

### Comments

Just under two-thirds of Objective 2 programmes include, to lesser or greater extent, positive actions concerning gender equality. Nonetheless, over one-third make no mention at all of positive actions. Since positive actions have been promoted in the framework of European Structural Fund programmes and initiatives for more than ten years – and are clearly identified as part of a gender mainstreaming strategy – it is surprising that so many programmes make no mention of positive actions at all. Countries with a relatively strong record on integrating gender into Objective 1 programmes (Austria, Finland, Germany, the UK and, to a lesser extent, France) perform reasonably well in the use of positive actions. Positive actions are perfectly coherent with a gender mainstreaming approach.