Council of the European Union

Brussels, 11 September 2019
(OR. en)

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RELEX 825
COHAFA 80
COHOM 98

COVER NOTE

From:	Secretary-General of the European Commission, signed by Mr Jordi AYET PUIGARNAU, Director
date of receipt:	11 September 2019
To:	Mr Jeppe TRANHOLM-MIKKELSEN, Secretary-General of the Council of the European Union
No. Cion doc.:	SWD(2019) 326 final - Part 2/5
Subject:	JOINT STAFF WORKING DOCUMENT ANNUAL IMPLEMENTATION REPORT 2018 EU Gender Action Plan II - Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020 Annexes

Delegations will find attached document SWD(2019) 326 final - Part 2/5.

Encl.: SWD(2019) 326 final - Part 2/5

EUROPEAN COMMISSION

HIGH REPRESENTATIVE OF THE UNION FOR FOREIGN AFFAIRS AND SECURITY POLICY

Brussels, 11.9.2019
SWD(2019) 326 final

PART 2/5

JOINT STAFF WORKING DOCUMENT

ANNUAL IMPLEMENTATION REPORT 2018

EU Gender Action Plan II

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

Annexes

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Annex 1. Methodology and templates used for the GAP II Implementation Report 2018

The templates used for the GAP II reporting exercise contain two parts, aligned with the GAP II's priorities. A questionnaire focuses on priority A, 'Institutional Culture Shift', while an action database collects detailed information on progress towards the objectives of thematic priorities B, C and D. Based on the experience of the previous reporting exercise, the templates were discussed and revised through a process of consultation, involving EU Member States and Commission services. An online consultation was organised for this purpose including with Member States' and European Commission staff based at headquarters and in partner countries. As a result, clarifications were included in the templates regarding the definitions of an action, a policy or political dialogue and a gender champion.

In 2018, EU Member States at the partner country level compiled their contributions directly. As such, several reports were received for each partner country in which the EU has a presence. By contrast, reporting in 2017 was facilitated by EU Delegations, which submitted a single report for each partner country. In cases were no EU Delegation was present, EU Member States sent their information to the EU Delegation responsible for their (sub)region.

The complexities which emerged during the data collection phase in 2018 have been duly registered and will be addressed to simplify the process for the coming year.

Data sources and collection tools

Data and information used for the 2018 GAP II report were provided by:

1. EU Delegations, wherein data collection was facilitated by the Delegation's gender focal person;
2. EU Member States with a presence in partner countries, whose data collection was facilitated by their gender focal person/assigned staff member (templates were disseminated through the EU Delegation);
3. EU Member States, for whom data on centrally-managed actions was collated by the ministry or agency selected for this purpose by each Member State; and
4. Commission services, in terms of actions managed at the headquarters levels and provided by relevant units.

The information these actors provided was supplemented and cross-tabulated with extracts from databases, as well as information management and reporting systems, which are officially in use by the Commission services responsible for international cooperation and development, as described below.

The following tools were specifically developed for the GAP II reporting exercise:

1. An 'EU Survey'-supported **questionnaire** was created to collect information and measure progress on priority A, 'Institutional Culture Shift in European Union External Relations'. The questionnaire asked respondents to provide information on how their delegation, mission or service contributed to meeting the objectives of priority A. Replies were compiled and analysed in an Excel-based database.
   Using the 'EU Survey' online platform, the questionnaire was disseminated to EU Delegations, EU Member States with a presence in partner countries, EU Member States at the capital level, and Commission services at headquarters level. The questionnaire was

adapted to informants' profiles; thus, some questions relevant for headquarters were removed from the questionnaire for informants at the country level.

2. An Excel-supported **action database** was used to collect information to measure progress on the thematic priorities B, 'Physical and Psychological Integrity', C, 'Economic, Social and Cultural Rights – Economic and Social Empowerment', and D, 'Political and Civil Rights – Voice and Participation'. As in the case of the questionnaire discussed above, the Excel template was disseminated using the 'EU Survey' online platform to EU Delegations, EU Member States present in partner countries, EU Member States for data on centrally-managed actions, and Commission services for data on actions managed by headquarters. Unlike the aforementioned questionnaire, however, the database was the same for all informants.

   The action database asked respondents to record lists of EU donor financing decisions in different modalities, indicate how these are aligned to GAP II indicators, and describe – in a quantitative and verifiable manner – how these advance the GAP II's priorities. Examples of promising practices were identified through the database, in line with Council Conclusions 14027/18 of 26 November 2018. The conclusions state: "Keeping in mind the GAP II report's objective to monitor the implementation of the Gender Action Plan by all EU actors on a yearly basis, the Council welcomes the (inclusion of) qualitative data in the next reporting phase."

3. An **online gender focal person (GFP) survey** was disseminated via SurveyMonkey.com – a questionnaire to record the individual perception of gender focal persons across Commission services and EU Delegations.

4. **Inputs from other Commission services** were collected without a specific template. These included Commission services responsible for trade, research and innovation, maritime affairs and fisheries, migration and home affairs, and agriculture and rural development. These services, deal with EU policies and also have activities connected to external relations. The Council commended the inclusion of Commission services' contributions in the 2017 GAP II Annual Implementation Report. As such, the same practice was followed for 2018. These requests were channelled through the Institutional Coordinating Group on Gender, as well as via email.

5. **Interviews** were conducted with representatives of EU Member States and EU Delegations regarding the promising practices selected for inclusion in the annual report (see below).

The following existing information systems in use the Commission services responsible for international cooperation and development were also employed:

1. the **External Assistance Management Report** (EAMR), which included specific questions related to the GAP II's implementation assessment criteria (namely the minimum standards specified in the GAP II itself);
2. the Organisation for Economic Co-operation and Development's **(OECD) creditor reporting system (CRS)**; and
3. **Commission services' annual reports**, as relevant.

Moreover, financial information on ODA for those EU Member States which are also members of the OECD was directly obtained from the OECD Development Assistance Committee's (DAC) published databases.

EU Delegations accredited to international organisations – such as the United Nations, the Food and Agriculture Organization (FAO) and the OECD – were not invited to report, as their corresponding units at the headquarters level reported on their activities.

Annex 1 Box 1: Reporting on women, peace and security

The GAP II reporting templates included specific questions regarding the "Revised indicators for the comprehensive approach to the EU implementation of the UN Security Council Resolutions 1325 and 1820 on women, peace and security". The purpose of their inclusion was to streamline reporting requests to EU Delegations. Data processing for this specific issue is undertaken by the European External Action Service (EEAS).

The Commission services responsible for international cooperation and development facilitated the overall GAP II reporting process, which was closely coordinated and jointly led in collaboration with other Commission services and the European External Action Service. The methodology used was prepared by a **GAP II reporting reference group** of staff members from the Commission services responsible for international cooperation and development, the Commission services responsible for neighbourhood policy and enlargement negotiations, the European External Action Service, the service for foreign policy instruments, and the service for European civil protection and humanitarian aid operations. This coordination was deliberately established to foster greater ownership of the report – in terms of both the process and output – as well as to increase its quality. Constituted in October 2018, the GAP II reporting reference group met regularly, typically on a weekly basis, to monitor and agree on reporting templates, the collection of information and its analysis. Decisions recorded in its meeting minutes guided the development of the report's methodological approach, the dissemination of reporting templates, and the global annual report's preparation. Moreover, each Commission service managed its own internal communications and drafted the portion of the report relevant to their activities.

Two **EU Member States' gender expert meetings** – in October 2018 and January 2019 – discussed the report's methodology, templates and their dissemination, as well as expectations for the global report.

The reporting templates were circulated in January 2019. In this month, the call for submissions was officially launched through a letter addressed to all heads of EU Delegations, co-signed by the Commission services responsible for international development and cooperation, the Commission services responsible for neighbourhood policy and enlargement negotiations, and the European External Action Service . The Member States' Gender Expert Network was requested to report in January 2019 via email, as well as through the Council's Working Party on Development Cooperation. The original deadline was set for the end of March 2019 for Commission services at headquarters level, and the end of April 2019 for EU Member States and EU Delegations.

Although this annex describes the report's methodology, it is also includes key observations that will be useful for refining the templates for the next reporting exercise.

Challenges

Technical challenges

The use of EU Survey made it difficult to manage the multiple layers of replies required by some of the questions. Issues that emerged included users' familiarity with the platform and certain limitations regarding the collaborative completion of the survey. These limitations included, for example, the possibility of multiple users from the same 'team' or 'country' completing information in the same questionnaire, as well as the ability to print a draft version of the questionnaire. However, it is worth noting that the platform enabled all submissions to be clearly recorded. Several respondents expressed confusion regarding the amount of information they were required to provide and the level of detail needed.

The online **Institutional Culture Shift questionnaire** included a combination of progress and results indicators, the majority of which were quantitative indicators. The four versions of the questionnaire – for EU Delegations, for Commission services (by service), for the European External Action Service and for EU Member States – only included the questions necessary to assess the indicators which every EU actor was requested to report on. In addition, a question was included to request information on the use of the OECD gender marker.

The **action database** comprised two sheets. The first was used to collect demographic information for each individual action contributing to the GAP II, including how it may contribute to some objectives of priority A, 'Institutional Culture Shift', as well as progress compared to submissions in 2016. The second sheet presented the list of actions entered by users in the first sheet. It asked respondents to match each action with relevant GAP II priorities, objectives and indicators. A modification was made to ensure that the respondents could easily complete congruent information, such as the title of the actions reported, across both sheets. However, some respondents used old formats from the previous reporting exercise. As such, they provided incomplete information.

The use of the online survey was mandatory and represented the primary means of submitting each respondent's report. Due to a technical issue that has yet to be resolved, a number of action databases, originally attached to the submissions of EU actors in partner countries, were not registered. These had to be obtained via email, through one-on-one communication.

Intensive work was undertaken to clarify the methodology and provide technical support once the reporting process began. The process was extremely labour intensive, involving discussions and a methodology review during the GFP annual meeting, briefing sessions for headquarters' units/sectors, email exchanges, phone calls and webinars to explain the methodology and reporting templates – held in three languages (English, French and Spanish) at diverse times to facilitate the participation of staff working in different time zones. An inventory of questions and answers on reporting was also shared with the GFP Network and published on the capacity4dev.eu private GFP group. These options were also made available and accessible to EU Member States.

Information synthesis challenges

The reporting templates facilitated the synthesis of information, permitting clearer connections to be drawn in terms of how actions contributed to GAP II priorities, objectives and indicators.

The analysis of progress on the GAP II's thematic priorities was based on a selection of EU actors' reports, chosen from the overall reporting portfolio. While estimates of the number of actions undertaken are representative of trends in decision-making and funding, they are not comprehensive. Actions are discussed without referring to the funds used for their implementation.

Numbers often differ between the graphs/figures included in the annual report, and the total number of actions in the body of the text itself. The graphs/figures represent the number of actions that correspond to any given GAP II priority or objective. There are instances where one action corresponds to more than one objective.

Certain issues will need to be clarified in the next round of reporting, such as:

- In some cases, reporting instructions were not fully complied with. Therefore, some reports included a disproportionately large number of projects compared with other reports. In certain instances, the start date of the actions selected was not respected, which affected the calculation of the number of actions that began in 2017.
- As noted above, the GAP II annual report provides information on a selection of actions that are considered to contribute to the achievement of the GAP II, rather than the full portfolio of the reporting entities.
- Striking a balance between quantitative and qualitative information remains a challenge. The 2018 annual report draws heavily on quantitative data, but seeks to complement this with promising examples of good practice.

Promising practices identified in the EU Delegations' and EU Member States' GAP II reports

The template of the action database included a space whereby a reported action could be highlighted as a 'promising practice'. To assist respondents to decide whether or not an individual action was a promising practice, criteria were included in the template. These could be easily consulted by clicking on a link.

Definition and criteria of a 'promising practice'

A promising practice for advancing gender equality and transforming the lives of women and girls is an action, one part of an action, or an activity in the framework of an action, that produced suitable results and had a positive impact for rights holders.

A promising practice to advance gender equality responds to the criteria of quality (i.e. efficiency, effectiveness, relevance and ethical soundness) and sustainability (i.e. it should be replicable, able to be standardised, and owned by rights holders). It would also be either:

- gender-sensitive, i.e. it aims to understand and address the social and cultural factors that produce gender-based discriminations and inequalities in the diversity of private and public life;
- gender-responsive, i.e. it aims to increase accountability and accelerate the implementation of commitments to gender equality with a rights-based approach at the international, national and community levels; or
- gender-transformative, i.e. it aims to evoke a shift or a positive change in terms of the socio-economic, cultural, institutional, and political paradigm(s) that produce gender-based discriminations and inequalities in a given context.

A promising practice for gender equality is an opportunity to raise awareness, provide information about the state of play of gender equality and promote understanding of the causes that produce gender inequalities and discriminations. Equally, it is an opportunity to increase the visibility of good results for the attainment of gender equality in a given context/sector.

A promising practice should not be understood as a 'perfect' practice, since there are important changes that occur as part of broad initiatives whose activities may not all attain the same level of success. Lessons learned are an intrinsic part of such practices as they help to determine what works and what does not work in a specific context. This is particularly relevant to the aforementioned quality and/or sustainability criteria.

A practice may be considered promising if it meets at least 10 of the following criteria:

1. it reflects at least one objective per each GAP II priority;
2. it is informed by a context-specific and sector-specific gender analysis;
3. it was designed in consultation with, or with the engagement of, a diversity of women, girls, men and boys who are expected to participate and benefit from the action;
4. it is evidence-based, i.e. it is substantiated by concrete measurable data disaggregated by sex, age, ethnicity, disability and socio-economic status resulting from a robust monitoring and impact evaluation;
5. it is responsive, i.e. it adequately addressed the situation and produced encouraging changes;
6. it is transformative, i.e. it addressed the root causes of gender inequalities and discriminations in a given context/sector and produced positive changes in the socio-economic, cultural, institutional and/or political paradigm(s);
7. it addressed gender inequality as a risk factor to the quality and sustainability of development initiatives;
8. it produced good quality, desirable results for gender equality in comparison to other practices;
9. it can be replicated in similar situations, or in order to achieve similar results, by using the same technique or methodology that led to a positive outcome;
10. it has an acceptable efficiency (effort)/effectiveness (result) balance;
11. it is appropriately relevant to the context and ethically sound;
12. it is well-accepted, recognised and understood by rights holders who are keen to reproduce it;
13. it focused on lesson learned to implement corrective actions and systems of redress;
14. it had good quality performance management standards; and
15. it is a good candidate for additional study in terms of specific research on impacts and evaluation.

Overall, the respondents indicated 1,817 actions as promising practices. Of these, approximately 50 were selected for follow-up through an interview, for inclusion in the report. These included up to 30 practices reported by EU Delegations and EU Member States at the partner country level, and one for each EU Member State. For some Member States, which reported without following the agreed templates, examples from their submissions were included. In these cases, the Member State's promising practice was selected by their representative, following an email request. The final number of promising practices included in the report was less than the 50 originally selected, as some representatives were available for interviews during the drafting period.

The selection of promising practices was based on the following criteria, with the exception of practices by EU Member States which did not submit an action database. Moreover, the selection of promising practices by EU actors in partner countries for inclusion in the report paid close attention to regional distribution.

The criteria applied per region were:

1. **Starting date**: 2016 onwards.

2. **GAP thematic priorities**: B, C, D.
3. **Gap thematic objectives:** 7-20. While the report aimed for a spread across objectives, 50 % of the selected practices reflected those objectives most selected by reported actions: objectives 7, 13, 15 and 17. Particular attention was paid to especially transformative GAP objectives: 8,14,18 and 19. Therefore, during the compilation of the annual report it was decided that there should be at least one practice which contributed to objective 19.
4. The other 50 % of promising practices should include: some **joint programming, gender mainstreaming and budget support** (see points 7,8 and 10 in this list).
5. **Rating of actions marked:**
    a. gender-transformative and partially gender-transformative practices were rated 'high priority', with a score of 3;
    b. gender-responsive and partially gender-responsive practices were rated 'medium priority', with a score of 2;
    c. gender-sensitive practices were rated 'low priority', with a score of 1; and
    d. actions marked 'partially gender-sensitive' were excluded.
6. **Range of sectors:**
    a. high priority was accorded to the sectors of infrastructure, transport, governance, public finance management, justice, energy, agriculture, and water and sanitation with a score of 3; and
    b. lower priority was accorded to the sectors of health, education, small- and medium-sized enterprises (SMSEs)/financial inclusion, with a score of 2.
7. **Joint programming:** To the extent that information was available, attention was paid to selecting examples which involved joint programming.
8. **Gender mainstreamed** projects were rated 'high priority' (with a score of 3), while component-only projects were 'medium priority' (with a score of 2). However, these scores proved difficult to use and were not employed in all cases.
9. **Innovation** proved difficult to apply, in terms of:
    a. **Gender-specific 'highly innovative'** practices in non-traditional sectors, or practices that addressed GAP II objectives 8, 14, 18 or 19, were assigned a score of 3; and
    b. **Gender specific 'interesting, but mid-level innovative'** practices were assigned a score of 2.
10. **Modality:** In terms of cooperation/partnership grants, budget support and blended modalities, among others, priority was given to budget support projects.

ANNEX 2. Progress on the GAP II Institutional Culture Shift priority

EU Delegations and EU Member States in the partner countries

East and Southern Africa

Overview of progress in 2018

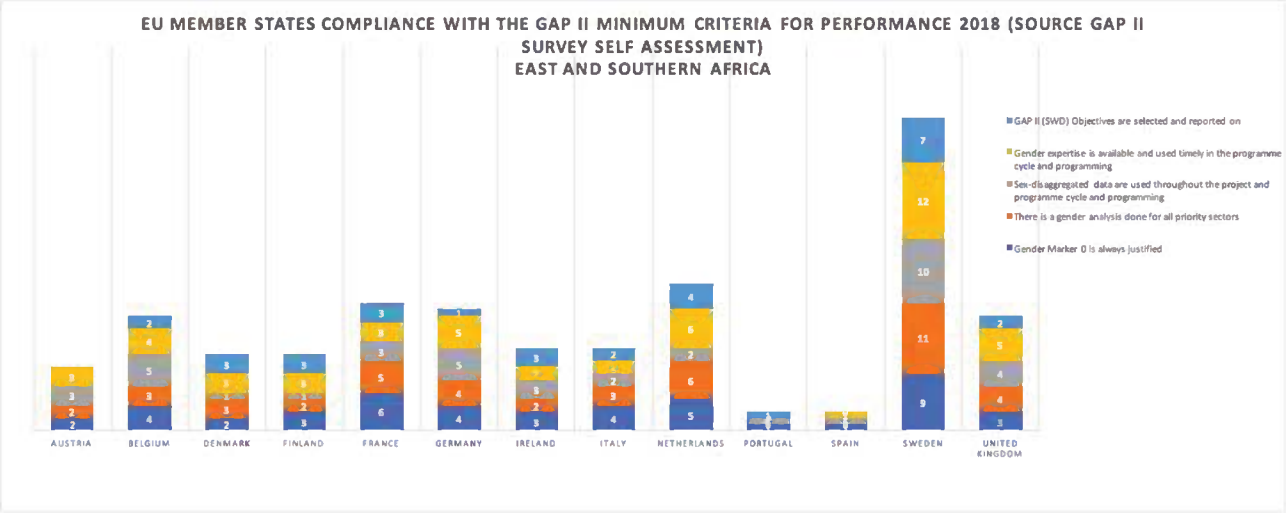
In 2018, reports on progress made on the Gender Action Plan II's horizontal priority, 'Institutional Culture Shift', were received from EU Delegations to all countries in East and Southern Africa, as well as a number of EU Member States in the region. This indicates significant advances compared to previous years. While the number of EU Member States who reported varied across East and Southern African countries, overall reports were received from Austria, Belgium, Denmark, Finland, France, Germany, Ireland, Italy, the Netherlands, Portugal, Spain, Sweden and the United Kingdom. Member States do not have a presence in some countries in the region, such as Lesotho and Eswatini, and some Member State Embassies cover more than one country.

The figure below indicates the overall performance of EU Delegations and EU Members States in partner countries in East and Southern Africa, in terms of the GAP II's five minimum performance standards. The data is derived from the 2018 External Assistance Management Report (EAMR) for the EU Delegations and from the self-assessment provided with the GAP II questionnaire for the EU Member States. Overall, performance was strong in 2018. However, as in previous years, the collection, analysis, storage and dissemination of quality sex-disaggregated data continued to be a challenge.

Annex 2 Figure 1: East and Southern Africa – EU Delegations' compliance with the GAP II's minimum performance standards, 2018 (source: EAMR)

Values	East and Southern Africa
Gender Marker 0 is always justified	0
There is a gender analysis done for all priority sectors	19
Sex-disaggregated data are used throughout the project and programme cycle and programming	12
Gender expertise is available and used timely in the programme cycle and programming	18
GAP II (SWD) objectives are selected and reported on	19

Annex 2 Figure 2: East and Southern Africa – EU Member States' compliance with the GAP II's minimum performance standards, 2018 (source: GAP II self-assessment survey)



Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

In 2018, 388 political and policy dialogues were reported across almost all countries in East and Southern Africa. Some EU Member States estimated the number of dialogues, whereas others indicated that, in line with their policy commitments, gender issues were raised consistently at every opportunity. Human rights was the topic covered most often (73 dialogues), followed by sexual and reproductive health and rights (65), democracy (60), governance, accountability and transparency (57), education (56), health (55), poverty (51), agriculture, fisheries and food (52), the rule of law (45) and decent work (45). Issues rarely discussed included trafficking, transport, infrastructure, communications and migration. Violence against women and girls (VAWG) and gender-based violence (GBV) were raised in 50 % of discussions, the women, peace and security (WPS) agenda in 27 %, and gender-responsive budgeting (GRB) in 23 %.

Many formal dialogues took place within the ambit of Article 8 of the Cotonou Agreement. In some countries, no formal Article 8 dialogue took place due to the political or conflict situations, as in the Democratic Republic of the Congo, or presidential elections, as in Madagascar. Nonetheless, dialogues took place at the ministerial or other levels. The following paragraphs outline examples of formal dialogues, high-level policy discussions and events, many of which yielded positive outcomes. These formal and informal dialogues enabled EU actors to raise issues which are particularly sensitive in certain countries, such as child marriage, female genital mutilation (FGM), abortion and schoolgirl pregnancy.

A political dialogue meeting with the Minister of Justice and Human Rights of Angola emphasised the importance of 'The registration of birth', project developed with EU funding to enable newborns to be registered through maternity units, and young girls to register and attend school. Through official meetings with line ministers in Djibouti, the EU Delegation informed government thinking on gender equality in political representation. This encouraged the Government of Djibouti to issue a law in January 2018 stipulating that 25 % of parliamentary and senior government positions must be held by women. Women's representation in the country's parliament doubled, from 8 to 16 of its 65 seats. The development of the Spotlight initiative provided an opportunity for dialogue with the Government of Malawi on the status of women and girls, particularly related to sexual and gender-based violence, including harmful practices. This led to the design and approval of a corresponding country programme, with technical leadership from the Ministry of Gender, Children, Disability and Social Welfare.

Pregnant schoolgirls' right to attend school was raised by the EU Delegation and EU Member States in Mozambique. They pleaded for the repeal of Decree 39/2003, which states that pregnant girls should be transferred to evening courses to avoid setting a 'bad example'. In December 2018, the Government publically announced the repeal of the decree. In South Africa, EU financial assistance through budgetary support, enabled the country's first presidential summit on gender-based violence and femicide. With more than 1,200 women participants, the event's key recommendations were adopted by the Government – including the establishment of a National Council on Gender-Based Violence. In Tanzania, a three-day national dialogue on female genital mutilate, child marriage and teenage pregnancy was organised by the Government, EU and the United Nations Population Fund (UNFPA). Attended by civil society organisations, the media and the general public, the dialogue resulted in action plans for the country's most affected areas.

The EU and other like-minded donors speaking with one voice proved especially important for raising concerns on gender equality and the women, peace and security (WPS) agenda in all high-level dialogues. This was stressed by Sweden with regard to Somalia. More focus is needed on accountability and follow-up on the Government's implementation of laws, regulations and policies related to human rights and gender equality. Further support is also needed to enable women's organisations to act as watch dogs and lobbyists. Sweden's support for the Women's Coalition of Zimbabwe and the Women's Parliamentary Caucus facilitated a high-level dialogue meeting with the country's President. The meeting was a first step towards ensuring that women's participation in political processes is high on the agenda. As a result, although women's participation remains low, women are ministers in the key spheres of defence, labour and social welfare, and information.

Submitted reports contained a wealth of information on informal and formal occasions, alongside public and political events, in which EU Ambassadors participated and gender equality issues featured exclusively or prominently. High-profile occasions included International Women's Day, the International Day against Homophobia, Transphobia and Biphobia (IDAHOT), the 16 Days of Activism against Gender-Based Violence, and International Human Rights Day. For example, International Women's Day 2018 in Zambia was marked by a joint event, co-hosted by several EU Member States and the UN. This provided a platform to communicate a strong joint message on gender equality. In Ethiopia, a visibility campaign to showcase women's contributions encompassed a workshop, photo competition, exhibition and award ceremony on 8 March 2018. Marked by strong media involvement, the events included a speech by the Head of the EU Delegation. In South Africa, the International Day against Homophobia, Transphobia and Biphobia was commemorated by a dialogue to promote solidarity with sexual and gender minority communities. The dialogue was co-hosted by the Embassies of Ireland and France, the High Commission of Australia, and the Universities of Witwatersrand and Pretoria.

In South Sudan, the Embassy of Denmark and partners celebrated several key events, especially the release of children and adolescents from militias and armed groups. Celebrations of Climate Diplomatic Week in Madagascar were jointly organised by the EU Delegation and Germany. A number of projects highlighted at the events drew attention to the links between climate change and gender equality. Workshops and training sessions organised by the EU Delegation to Tanzania, the Ministry of Energy, development partners and TANGSEN, a local non-governmental organisation (NGO) of women engineers, resulted in a gender action plan for the energy sector. The political section of the EU Delegation to Angola financed the visit of an Angolan-Dutch feminist scholar and activist, Lucia Kula, to participate in a conference organised by the Delegation and the Ondjango Feminista. Lucia Kula also visited local NGOs and activists, as well as taking part in media interviews. In Comoros, where women's representation in public life is very low, France financed the publication of a book with portraits of 12 pioneering Comorian women politicians. The book

was promoted at the national level, in the press and among decision-makers and school children at various events, especially Europe Day 2018.

The Embassy of Sweden in Zambia, in collaboration with the Zambian National Museum of Women's History, hosted a 'Wikipedia Edit-a-thon' in Lusaka. This workshop invited the public to learn how to edit Wikipedia, while celebrating notable women in Zambia. It raised awareness of how few women contribute to online platforms and gender bias on the internet. Only 9 % of Wikipedia's content is contributed by women, compared to 90 % by men. The event sought to begin to close this gender gap.

There were mixed, but encouraging, developments on burden sharing measures by EU Delegations and EU Member States regarding the GAP II. The formal division of labour regarding GAP II priority areas and objectives has been agreed in some countries. Elsewhere, informal arrangements are in place. For example, in Ethiopia, no systematic burden sharing arrangement exists but ad hoc discussions take place within the EU and EU Member States' Gender Taskforce. The case of Kenya is similar, where the EU Delegation co-chairs a gender working group and has initiated a 'Whole of Society' dialogue, in which gender is one topic. Although there is no division of tasks in Somalia, the EU Delegation has involved some active EU Member States in identifying priorities. No measures were taken in Angola or Eritrea in 2018.

In Mozambique, the EU Delegation and EU Member States agreed to the division of tasks according to their programmes and expertise. This ensured that eight GAP II objectives were covered in the country (objectives 7, 9, 11, 12, 13, 15, 17 and 18). In addition, Sweden and the Netherlands remained the EU 'reference actors' among Member States on issues related to women's and girls' physical and psychological integrity. The Catalan Agency for Development Cooperation (ACCD) took an important role as a co-chair of the Government of Mozambique's official Gender Coordination Group. Its members include government representatives, UN agencies, civil society organisations, the private sector and development partners. A 'natural' division exists in Sudan based on the EU Delegation's and EU Member States' gender equality priorities. For example, the Netherlands leads on migration, sports, private sector development and female genital mutilation (FGM), while Italy acts as convenor of the Scaling Up Nutrition (SUN) movement. Strong coordination on gender programming in Malawi is largely due to the Gender and Human Rights Donor Group. The EU Delegation and Member States work together and share burdens where interventions are similar. For example, two large violence against women (VAWG) programmes, including the Spotlight initiative, implemented in different districts to ensure a wider national reach.

A system of leads on different issues existed in Botswana, with the UK leading on lesbian, gay, bisexual, transgender and intersex (LGBTI) issues and France on International Women's Day. A similar arrangement exists in Madagascar, where France led on democratic governance, the German development agency, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), on decentralisation and the environment, and the EU Delegation on rural development, public finance, energy and infrastructure. The EU Delegation also manages joint programming process, with spaces for technical planning coordination on projects where gender is considered a cross-cutting issue.

The donor coordination mechanism is led by the EU Delegation, or by an EU Member State, in 17 countries in the region. As in the case of burden sharing, formal or informal donor coordination is the norm in most partner countries. The emphasis is on sharing information, knowledge, analysis and good practice examples. To minimise duplication and optimise resources, there is also a focus on coordination for joint events, interface with governments, and joint programmes and activities.

Even where there no specific gender group exists, sub-clusters related to gender are active. For instance, in South Sudan, a sub-cluster on gender-based violence exists within the protection cluster, jointly led by the United Nations High Commissioner for Refugees (UNHCR) and the Norwegian Refugee Council, which spearheads quarterly meetings on women, peace and security.

In addition to coordination and sharing, reports in 2018 highlighted several examples of valuable joint initiatives, only a few of which can be mentioned here. In Zambia, the Gender Cooperating Partners Group – comprising the EU Delegation, EU Member States and UN agencies – developed a matrix indicating which aspects of gender equality are supported by different partners, the volume of funds, the funding period and geographical location. The aim of this exercise was to avoid duplication and leverage more resources.

In the Democratic Republic of the Congo, the EU Delegation took over the rotating presidency of the bi-monthly One to One Coordination Group of gender donors. In this capacity, it encouraged burden sharing by helping to identify lead donors who then engaged with different parts of the Ministry of Gender. The EU Delegation also took the initiative to launch discussions on a new gender strategy in the country. It also performed key functions to ensure that resource mobilisation and project support was evenly distributed, shared monitoring and evaluation (M&E) tools, and mobilised groups to inform all active partners of calls for proposals or evaluations. The Gender Development Partners Group in Uganda, coordinated by UN Women and chaired by Sweden in 2018, developed a comprehensive work plan for the group, including lead agencies on specific topics.

Reports reveal a considerable amount of joint work on GAP II objectives and related projects in 2018. In Mauritius and the Seychelles, for instance, France and the UK participated in technical and high-level policy dialogues on gender, including discussion of objectives and indicators for the EU-Mauritius GAP II Joint Monitoring Framework. The EU Delegation in Zambia organised the annual EU Delegation and EU Member States' joint programming event, in which gender was one component. Joint programmes cover legal employment and justice with Germany, and women's leadership and inclusion in elections with Ireland and the UK.

The Gender Coordination Group in Tanzania, chaired by Ireland in 2018, monitored the implementation of the five selected GAP II objectives. It held joint capacity building sessions on gender and the financial sector, as well as on the women's movement. The group developed a concept note on how to engage collectively with civil society organisations, and organised several sessions with civil society, including, for example, on analysis of the national budget and its disbursements. The mapping of projects which contribute to the GAP II was undertaken to facilitate monitoring. Most joint programmes concern women's economic empowerment, encompassing agriculture, land tenure, the financial sector and social protection. Partners recognised the potential to undertake more joint programmes. The potential for more future joint programming was also acknowledged by EU actors in the Democratic Republic of the Congo. Several multi-donor trust funds were co-funded by two or more EU Member States in Zimbabwe, including health, child protection, education and resilience funds.

The Donor Group on Gender Equality (DGGE) in Ethiopia was instrumental in providing technical support to the Government, particularly for strengthening the capacity of the Ministry of Women, Children and Youth Affairs. The donor group also supported networking and coordination among women's machineries across sectors and regional bureaux. Support was also provided to sectoral ministries on gender mainstreaming. Likewise, in Kenya, the State Department of Gender was supported to strengthen capacity, bridge resource gaps, coordinate effectively, and mainstream gender across different levels of government and civil society.

Objective 2. Dedicated leadership on gender equality and girls' and women's empowerment established in EU institutions and Member States

Almost three-quarters of countries in the region have at least one senior gender champion. Many countries, and some EU Member States, have several champions, many of whom are Ambassadors or Heads of Mission. In Botswana, the EU Delegation had two champions in 2018 who co-chaired the Gender Dialogue Forum, encouraged colleagues to integrate gender analysis into action documents, and monitored progress. The Embassy of Sweden in Botswana also had two champions, the Ambassador and the Head of Cooperation. The Head of the EU Delegation in the Democratic Republic of the Congo maintained dialogue with the Government, ensured that gender equality issues remained highly visible, coordinated EU Delegation and Member States' policy positions, and drove the institutional culture shift within the EU Delegation. The Ambassador of the Netherlands to Kenya, a senior gender champion, pledged not to speak on any panels unless women are represented. In Namibia, Heads of Mission took on the role of gender champions when working on GAP II. In 2018, the Head of the EU Delegation acted as a gender champion in Zambia, as did active EU Member States' Heads of Mission. In Tanzania, the Head of the EU Delegation was the senior gender champion within the Heads of Cooperation group, while the Ambassador of Ireland was the champion in Heads of Mission group.

Annex 2 Box 1: Joint high-level advocacy in Mozambique

In Mozambique, an initiative to increase advocacy on ending child marriage was jointly started by the Ambassadors of Sweden and the Netherlands, and later joined by the Ambassador of Canada. They used their positions to make the most of high-level opportunities to influence dialogue on, and policies against, child marriage. In 2018, they organised meetings with Mozambique's ministers for health, education, gender, justice, youth and sports to discuss decree 39, which obliges pregnant girls to be transferred to night lessons, as well as family law and the law to prevent child marriage.

Some EU Member States' policy commitments expect Heads of Mission and Heads of Cooperation to be gender champions, raising gender issues in meetings, attending important events, making speeches and leading gender advocacy efforts. These include Finland, the Netherlands, Sweden and the UK. The Head of the EU Delegation to Zambia is a senior gender champion, as is the Head of the EU Delegation to Zimbabwe, both the EU Head of Delegation and the Head of Cooperation in Eswatini, and the Swedish Ambassador and all embassy staff in Uganda.

Annex 2 Box 2: Senior gender champion in Somalia

In Somalia, the EU Head of Cooperation, nominated in 2018 as the EU Delegation' gender champion, was at the forefront of raising gender issues during EU development counsellors' meetings. She and several EU Member States' Ambassadors served as the interlocutors, engaging with government stakeholders. In tandem, project managers and gender focal persons continued to advocate for narrowing the gender gap through meetings with implementing partners, civil society and the private sector.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

In 2018, 70 % of EU actors in East and Southern Africa had some sort of mechanism in place to access senior gender expertise on strategic and ad hoc issues. In many countries, the donor coordination group and/or the partner government's gender mechanism or ministry acted as sources of expertise. Donor coordination groups cited instances of inviting academics or other experts to advise them on key topics. Several EU Delegations and EU Member States relied on expertise from headquarters, while others used technical assistance facilities to acquire ad hoc inputs.

Consultations with academics and civil society organisations, particularly gender equality and women's rights organisations, proved another valuable source of expertise. Systematic engagement with civil society organisations was mentioned explicitly in reports from Ethiopia, Kenya, Somalia, Eswatini and South Africa. The EU Delegation to Eritrea relied on gender expertise from the UN, key NGOs and the National Union of Eritrean Women. In Sudan, an informal group of EU Member State representatives, human rights activists, lawyers and journalists arranged meetings to discuss gender issues. Some EU Member States had one or more gender experts in their office, including Austria in Uganda, Sweden in Somalia, and the Netherlands in Mozambique. Others employed or contracted sectoral specialists, such as Finland's long-term gender equality and social inclusion expert on the land administration programme in Ethiopia who provides advisory services, and Ireland's gender and governance specialist in Tanzania.

Annex 2 Box 3: Gender Sector Working Group in Malawi

In line with the sector wide approach (SWAp), a Gender Sector Working Group was created in Malawi. Chaired by the Ministry of Gender, Children, Disability and Social Welfare, this technical structure coordinates all initiatives in the gender sector. It also acts as reference group on policy and strategic matters. For the Spotlight initiative, a civil society reference group was set up to provide strategic guidance on the initiative's implementation, as well as all issues related to sexual and gender-based violence.

Annex 2 Figure 3: East and Southern Africa – Measures by EU Delegations and Member States to ensure that gender expertise is available and used, 2018

Measure	Number
Ad hoc gender expert/advisor within EU Delegations and EU Member States	41
Mid- to long-term gender advisory services	41
Funds reserved for mobilising gender expertise as needed	33
Earmarking of funds within the sector allocation to obtain gender expertise	26
Other	29
None	14

Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

In 2018, 65 % of reported actions in East and Southern Africa were informed by gender analysis (421 of 650 actions). This marks a significant increase from 49 % (376 of 764 actions) in 2017. The use of gender analysis to inform actions varied, from informing most or all actions in some countries to far fewer in others.

According to several reports, the gender analysis study of each country required by the GAP II was highly useful for identifying which priority areas and target groups require support. These analyses also informed the design of projects and the development of indicators. For example, in Mauritius the gender analysis study pinpointed areas for awareness raising campaigns on gender-based violence. It also recommended a gender-balanced approach to encourage girls to study in polytechnics. In the Democratic Republic of the Congo, Sweden's revision of the International Security and Stabilisation Support Strategy was based on gender analysis, and all conflict analyses now are gender-sensitive. In Mozambique, sector-specific gender analyses informed the strategic and operational planning of a financial governance programme funded by Germany. In South Africa, a French project to support NGOs, the Valued Citizens Initiative, required the recipients of funds to produce a clear gender analysis of the situation on the ground before implementing their projects.

In general, gender analysis informed the formulation of actions or projects, identifying target groups, influencing the elaboration of indicators and, in some cases, affecting the guidelines of calls for proposals.

Annex 2 Box 4: Technical assistance in Mauritius

The EU Delegation to Mauritius supported consultancy services for the elaboration of the country's gender equality bill, children's bill and adoption bill, as well as capacity building for the Ministry of Gender Equality, Child Development and Family Welfare. Such technical assistance was provided to the Government to consolidate and strengthen on-going efforts on gender equality, child protection and care, in line with the recommendations of the GAP II's gender analysis.

Annex 2 Box 5: Bridging the Gap II – inclusive policies and services for the equal rights of persons with disabilities

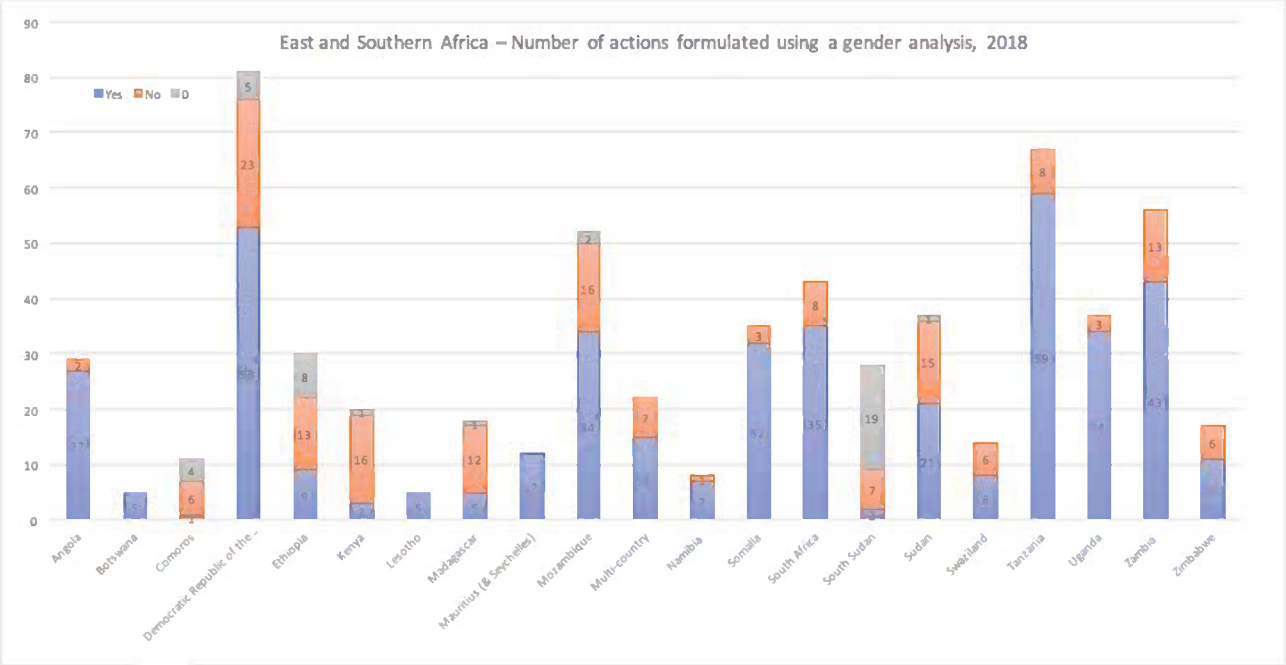
A multi-country initiative funded by the EU and Italy was developed following a gender analysis, conducted with the gender focal person of the Sudan National Council for Persons with Disabilities. To address inequalities, a gender perspective was embedded in each component of the initiative – from gender-sensitive sector policy development and implementation, to stakeholder participation, data disaggregation and capacity building for organisations of persons with disabilities (OPD). Consultations identified priorities for institutions and women's associations, including promoting access to work in agriculture for women with disabilities. Therefore, a workshop and training sessions were planned for women with disabilities on crop production, processing and marketing in Gedaref state, Sudan.

Overall, 63 % of actions supported by EU actors were formulated using the findings of consultations – ranging from 74 % for EU Delegations and 50 % for EU Member States. Reports suggest that consultations helped to shape project design, activities, indicators, stakeholders, targets and approaches.

In some instances, the findings of consultations served as the background and justification for the EU Delegation action, Empowering Women, Ending Gender Violence. In Namibia, the design phase of the Enhancing Participatory Democracy project was informed by consultations with line ministries, civil society organisations and development partners, including UN agencies, working on gender equality and women's rights. Research by the Swedish Life and Peace Institute on transforming conflict in south-central Somalia was instrumental for policy engagement and programming practice, strongly indicating that women's inclusion in peace processes is essential for reducing conflict.

In Sudan, an action on strengthening the resilience of refugees, internally displaced persons (IDPs) and host communities, funded by the EU Delegation and Italy, was oriented to target women as priority beneficiaries following consultations with local counterparts. Consultations specifically engaged local NGOs active in promoting women's health, as well as the reproductive health departments of state ministries of health. In Lesotho, the Participatory Initiative for Social Accountability, supported by the EU Delegation and Germany, was formulated based on consultations. These were held with the Independent Electoral Commission (IEC), local civil society organisations and members of parliament who had participated in civic education programmes supported by the IEC. The initiative's Logframe includes gender equality indicators derived from these consultations.

Annex 2 Figure 4: East and Southern Africa – Number of actions formulated using a gender analysis, 2018



Objective 5. Results for women and girls measured and resources allocated to systematically track progress

In 2018, 81 monitoring missions were reported, combining those monitoring EU Delegation-supported and EU Member State-supported actions. There were numerous missions in most countries, across range of actions, including the European Instrument for Democracy & Human Rights (EIDHR).

The inclusion of sex-disaggregated data was an important recommendation in many cases. As a result, action documents were modified to incorporate a revised Logframe and indicators. The need to strengthen gender analysis was also raised in some instances. For example, the EU Delegation in Kenya acted on the recommendation that project managers should monitor gender equality issues, even if these were not included at the on-set of the project. In Mozambique's education sector, a joint monitoring mission by Finland and Italy led to recommendations and immediate action on gender-based violence. Thus, cases of sexual assault by teachers on schoolgirls were identified and investigated, prompting recommendations of serious disciplinary processes and sanctions. Monitoring missions concerning two child rights projects in Tanzania, supported by the EU

Delegation, pinpointed the need to involve men and boys, support women's economic empowerment, and adopt a long-term perspective since actions involve changing social norms.

Annex 2 Box 6: Baseline study on gender-based violence in training institutions in Uganda

In Uganda, Belgium supported a baseline study on gender-based violence in National Teacher Colleges (NTC) and business, technical, vocational education and training (BTVET) institutions. This filled data gaps on the prevalence of gender-based violence in post-secondary learning institutions. Research by the Ministry of Education and Sports, the Ministry of Gender, Labour and Social Development (MGLSD) and other partners, revealed that children are exposed to different forms of violence and may learn new forms of violence in schools. Some 77.7 % were subjected to sexual abuse, of whom 5.9 % suffered defilement. However, only 39.8 % of these cases were reported. The study aimed to generate baseline data to inform evidence-based policies, guidelines and tools aligned with Uganda's national policy and action plan on gender-based violence. The broader objective was to contribute to violence prevention and gender-responsive learning environments, especially in NTCs and BTVET institutions.

Annex 2 Box 7: Addressing gender equality issues in Ethiopia

Technical support from the European Commission's headquarters to the Resilience Building and Creation of Economic Opportunities (RESET II) initiative in Ethiopia led to changes that ensured gender equality issues were addressed more strongly. All RESET partners agreed to develop cluster or project-level gender and social inclusion strategies. They also agreed to develop the capacity of staff and partners to identify and address inequalities in the initiative's key areas by using specific indicators. These areas include basic health, nutrition, water, sanitation and hygiene (WASH) services, on-farm and off-farm livelihood development, disaster risk reduction and natural resource management. The partners agreed to deploy gender specialists or assign focal points, as well as to introduce mechanisms for structured monitoring and regular reporting from a gender perspective.

Annex 2 Box 8: Gender-sensitive indicators and disaggregated data in Madagascar

The EU Delegation to Madagascar began work on developing gender-sensitive indicators and using sex-disaggregated data in 2018. This involved training for staff, alongside technical assistance for project beneficiaries, national partners and EU Member States. For on-going projects, indicators are being revised, especially in less gender-sensitive sectors, such as public finance, the private sector and infrastructure. The new guide for the preparation of state budget programming, developed as part of a project financed by the European Development Fund (EDF), includes a specific annex on formulating gender indicators. The annex also discusses the impact of budgetary choices on gender inequalities.

Annex 2 Box 9: Mission-led regional meeting in Southern Africa

A regional meeting on gender equality in 2018 drew together stakeholders from Botswana, Lesotho, Mauritius, South Africa, Zimbabwe and the Southern African Development Community (SADC). The gathering prompted significant changes. First, reporting templates now include different options under the category of gender – male/female/LGBTI. Grantee partners are also being asked to detail the number of disability rights organisations and people with disabilities that they target or reach. Therefore, reports now provide more age, disability and sex-disaggregated information.

Second, the policy review process – encompassing proposal appraisals and organisational assessments prior to sub-granting – now includes an analysis of whether organisations have sexual harassment and child protection policies in place. It also looks at whether grievance mechanisms or mechanisms for complainants exist. Third, recommendations by the Africa Director at headquarters encouraged more local partners in Zimbabwe to engage more women in leadership, participation and political representation initiatives. As a

result, more women are actively participating in politics in the country.

Overall in the region, 42 % of EU actors reported that project results included sex-disaggregated data, and 34 % reported that results were partially sex-disaggregated. A tiny percentage said it was too soon to say for projects begun in 2018. There was little difference between delegations and member states – 44 % of EU Delegations and 43 % of EU Member States reported sex-disaggregated results, while 44 % and 23 %, respectively reported partially disaggregated results.

Objective 6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality

Research actions on gender-related issues accounted for 5 % of all actions reported in East and Southern Africa. Another 11 % included a research component. As in the case of sex-disaggregated data, there was little difference between EU actors' responses. While EU Delegations reported that 5 % of actions were research actions, and 10 % contained a research component, EU Member States reported 4 % and 12 %, respectively.

For all EU actors in the region, 56 % of actions contributed to improved quality and availability of sex-disaggregated data or gender-specific statistics, 30 % did not, and no information was available on others. While 64 % of EU Delegation-supported actions contributed to more and better quality data and statistics, this was true for 47 % of EU Member State-supported actions.

In 21 countries in the region (91 %), gender coordination mechanisms included (international) actors working locally, an increase from 17 % in 2017. International actors include UN agencies, such as UN Women, the United Nations Development Programme (UNDP), and the United Nations Children's Fund (UNICEF), the United States Agency for International Development (USAID), Canada, and international non-governmental organisations in some countries, such as Kenya, Eswatini and South Africa.

Of all EU-supported actions in the region in 2018, 19 % directly supported national gender equality machineries (NGEM), an increase from 15 % in 2017.The proportion of EU Member States' actions was slightly higher (22 %) than EU Delegations' actions (17 %).

Overall, 30 % of actions involved work with national gender equality machineries, ranging from 33 % of EU Delegations' actions and 26 % of EU Member States' actions. In 2017, the overall figure was 21 %. Countries where EU Delegations worked with national gender equality machineries included Angola, Madagascar, Mauritius and the Seychelles, Mozambique, Tanzania, Uganda and, to a lesser extent, Somalia. Among EU Member States, three countries stand out – Denmark, the Netherlands and Sweden,

Slightly under half (44 %) of all actions raised awareness on gender issues among local and national media stakeholders in partner countries, compared to 32 % in 2017. Awareness raising dimensions were included in 54 % of actions by EU Delegations and 32 % of those by EU Member States.

Central and Western Africa

Overview of progress in 2018

In 2018, reports on progress made on the Gender Action Plan II's horizontal priority, 'Institutional Culture Shift', were received from 22 EU Delegations[1] to all countries in Central and Western Africa (no submission received from the EU Delegation to the Central African Republic), as well as a 53 submissions from EU Member States across 19 countries in the region. Some of the EU Member States reported for more than one country. The number of EU Member States who reported varied across Central and Western African countries. EU Member States based in Mali submitted most reports, followed by those based in Burkina Faso. Overall reports were received from: Austria, Belgium, Denmark, Germany, France, Italy, Luxembourg, the Netherlands, Portugal, Spain, Sweden, and the United Kingdom.[2]

The figure below indicates the overall performance of EU Delegations in partner countries in Central and Western Africa, in terms of the GAP II's minimum standards of performance. The data is derived from the 2018 External Assistance Management Report (EAMR). Overall, performance as measured by the GAP II's minimum standards of performance was strong in 2018. The selection of the GAP II objectives to be prioritised at the country level, are yet to be selected in Guinea Bissau, Mali, Niger and Senegal. The collection and use of quality sex-disaggregated data was reported as yet to be achieved in Congo. The information from Ghana, Benin and Capo Verde, when compared with last year as well, shows that there are still challenges for these EU Delegations in complying with the standard for use of quality sex-disaggregated data.

The justification of the OECD Gender Marker 0 has a low score. In some cases, the standard cannot be positively met because there are no new actions that are scored with GM 0 therefore no justification was needed (nine EU Delegations had this situation in 2018). The reporting from the remaining delegations shows that it is not clearly understood what the justification of the OECD GM 0 means. Work remains to be made across delegations to clarify the minimum standard of performance for marking new actions and how their quality may be increased through the application of the OECD Gender Marker criteria.

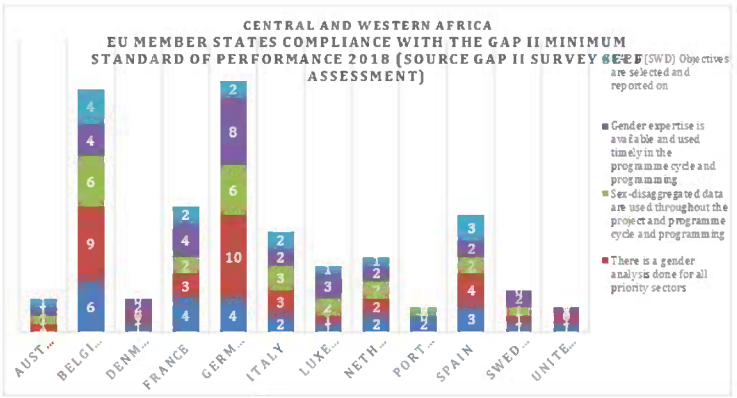
Annex 2 Figure 5: Central and Western Africa – EU Delegations compliance with the GAP II minimum standards of performance 2018 (source EAMR)

Values	Africa Central and Western
Gender Marker 0 is always justified	7
There is a gender analysis done for all priority sectors	21
Sex-disaggregated data are used throughout the project and programme cycle and programming	19

[1] The countries covered by the reports of the EU Delegations in the region were: Benin, Burkina Faso, Burundi, Cabo Verde, Cameroon, Chad, Gabon, Sao Tomé and Principe, Equatorial Guinea, and ECCAS, Gambia, Ghana, Guinea, Guinea Bissau, Ivory Coast, Liberia, Mali, Mauritania, Niger, Nigeria, Republic of the Congo, Rwanda, Senegal, Sierra Leone, and Togo.

[2] The countries covered by the reports of the EU Member States in the region were: Benin, Burkina Faso, Burundi, Cabo Verde, Cameroon, Chad, Central African Republic, Equatorial Guinea, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Ivory Coast, Liberia, Mali, Mauritania, Niger, Nigeria, Rwanda, Sao Tomé and Principe, Senegal, Sierra Leone, and Togo.

Values	Africa Central and Western
Gender expertise is available and used timely in the programme cycle and programming	23
GAP II (SWD) Objectives are selected and reported on	18



The figure above is based on the self-assessment provided by each EU Member State embassy or bilateral cooperation agency, based in the countries in the region, which submitted a report for 2018. It shows how many of those who reported have replied "yes" to having fulfilled the GAP II minimum standards of performance.

Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

In 2018, at least 334 political and policy dialogues were reported across almost all countries in Central and Western Africa (154 reported by the EU Delegations and 189). The actual number is higher as some reports provided an explanation of the dialogues without the count of the events where it happened. The Italian Agency for Development Cooperation in Senegal (50), the French Embassy in Niger (50), the Swedish Embassy in Nigeria (20), the Spanish Agency of International Cooperation for Development in Mali (12) reported the highest number of dialogues. Among the EU Delegations the most active based on the number of reported dialogues were in Niger (45), Mali (24), Guinea and Senegal (15) and Cabo Verde (14).

Very few EU Delegations didn't engage in political dialogue due to the specific conditions in the country, e.g. Rwanda being chair of the African Union in 2018. Some EU Member States estimated the number of dialogues, whereas others indicated that, in line with their policy commitments, gender issues were raised consistently at every opportunity. Furthermore, not all cases where dialogue takes place are systematically recorded or counted which makes their reporting difficult. Even in the case of Burundi where dialogue has not been possible due to the current state of the EU

– Burundi relations (pursuant to article 96 of the Cotonou Agreement) two Conferences on gender issues were held on specific occasions. Moreover, a theatre group was engaged and performed activities in different parts of the country on the occasion of the 16-day campaign against gender-based violence. In Ivory Coast, there has been no political dialogue according to article 8 of Cotonou in 2018. Nevertheless, the sectoral dialogues are generally led by the Head of Cooperation or the Team Leader, in the presence of program officers. Partner countries are often represented by Ministers, Cabinet Directors or Central Directors. During the lunch of 08 March 2018 at the Residence of the EU, the Head of the Political Section spoke with the Minister for Women, the Minister Counsellor of the President of the Republic in gender, as well as other cultural actors , civil society and the private sector, on the urgent need to further combat GBV.

Gender dimensions were included in dialogues reported that covered the following issues: human rights (55 dialogues), followed by sexual and reproductive health and rights (51), by poverty and health (40), education (39), decent work (38), democracy (37), governance, (36), agriculture, fisheries and food (34), the rule of law, environment, climate change, resilience and disaster risk reduction (33), security and conflict prevention, migration (30), social protection (27), energy, water, sanitation and hygiene (23), trafficking (22), and public administration reform (20). Sectors where gender dimensions were less discussed included transport, infrastructure and communication, trade, and public finance management.

All 22 reporting EU Delegations included in their dialogue Violence against women and girls (VAWG) and gender-based violence (GBV), 12 included gender-responsive budgeting (GRB) and 11 the women, peace and security (WPS) agenda. Of the 53 embassies and agencies of EU Member States that reported 43 included Violence against women and girls (VAWG) and gender-based violence (GBV) in their dialogue with partner countries, 14 included gender-responsive budgeting (GRB) and 26 the women, peace and security (WPS) agenda.

The EUD in Cabo Verde has established gender equality and women's empowerment issues as one of three indicators in the budget support dialogue with the government. This was made possible thanks to the Mid-Term Review (2017) which provided a top-up of EUR 10 million. Through this instrument the EU has been able to carry out intervene in the 3 thematic domains of the GAP II – (i) physical and psychological integrity, (ii) social and economic empowerment and rights, and (iii) voice and participation. The gender indicator includes the implementation of the Law against gender-based violence; the implementation of the National Care Plan as well as the submission to Parliament of the Parity Law. This involved High level (Ambassador/Ministers) and technical level. In line with the GAP II objective 17 (equal rights and capacities for women to participate in political processes and governance at all levels) from 2015 until 2017, the EU Delegation has supported a gender responsive budgeting. The 2018 state budget law includes a chapter on gender responsive budgeting with projects already marked with a specific gender marker. The EU Delegation has engaged in a national dialogue about the labour rights of domestic workers. The high-level mission to Praia in February of former Prime Minister Rodríguez Zapatero, and member of the Club de Madrid, raised the rights of domestic workers with the President, Ministers and parliamentary members. A campaign and a multi-actor action plan (public institutions like the Social security, labour administration, labour inspection and civil society) focusing on the formalisation and regulation of domestic work were developed. The project supported directly the creation of the first Domestic Workers Association of the country.

EU Delegation in Cameroon reports on the dialogues took place on different levels, including a statement by the head of delegation at a signing ceremony of 8 new contracts, a presentation during the inter-ministerial committee on nutrition and at the steering committee of a migration project. It

also included a letter to the Ministry of Finance to include gender aspects in their national strategy for the rural sector for the coming years, linked to the EU budget support in that sector.

In Guinea, two flagship events were held this year to commemorate two key dates: International Women's Rights Day with the theme 'The time has come: rural and urban activists are transforming women's lives' and the 70th anniversary of the Universal Declaration of Human Rights. These activities were co-organized with the Member States maximizing the impact in terms of visibility and communication. The International Day of Women's Rights whose

In Mauritania the EU Delegation has given examples of dialogue across sectors, such as the dialogue in the health sector structured within the framework of the steering committee of the National Health Development Program and the health sector group. The dialogue with the government made it possible to advance on the inclusion of the gender issue in the budget of the Ministry of Health at the central and decentralised levels. The EU Delegation plays a leading role in facilitating this dialogue. The health program of the 11th EDF, which aims to make a strong contribution to maternal and child health, is the program that has most integrated the issue of gender. A program for caring for women victims of sexual violence (EIDHR funding) is part of this dynamic.

Dialogue, involving gender coordination groups, is also organized with other non-European cooperation partners. For example, the Spanish Cooperation in Senegal reports that the gender thematic group of all technical and financial partners (led by Canada and UN Women) met with the Ministry of Women, Family and Gender to discuss priorities for political and policy dialogue for gender equality and women's empowerment. Four areas of advocacy into political dialogue were presented, namely: strengthening of the statistical system especially in regard to gender-based violence; institutionalization of gender mainstreaming; supporting sexual and reproductive health; and harmonization and application of non-discriminatory norms. The Minister added to this proposed list the economic empowerment of women.

Italy in Senegal reports of some of the results of the dialogue with the country partners such as: elaboration of a gender budgeting strategy in ministerial programmes, strengthening of the monitoring and evaluation process of the Statistic National System for gender data, inclusion of gender indicators in the Plan for an Emerging Senegal and inclusion of gender as a cross-cutting issue in all policy reforms.

The EU Delegation in Sierra Leone mentions the integration of the GAP II selected objectives in the agenda during the political dialogue with President Maada Bio and his Government in October 2018 and during the President's visit to Brussels in November 2018 which resulted in a number of important commitments. These regard the implementation of the National Teenage Pregnancy and Child Marriage Reduction strategy and commitments made to implement the Election Observation Mission's recommendations, which specifically foresee actions towards equal participation of women in politics and elections. The EU also called for revision of the ban on pregnant girls' attendance at schools and encouraged further positive steps on reducing female genital mutilation (FGM). The EU stood ready to work with the Government towards the abandonment of the FGM practice in Sierra Leone. For the first time, the Government was open to discuss this issue. FGM was even mentioned in the draft of the National Development Plan.

Objective 2. Dedicated leadership on gender equality and girls' and women's empowerment established in EU institutions and Member States

In 2018 there were senior gender champions indicated for nine countries of the region: Burkina Faso, Ghana, Cabo Verde, Guinea, Liberia, Niger, Nigeria, Rwanda, Sierra Leone (four were indicated in 2017). There is a better understanding of the role that the senior gender champions can play to promote the agenda for gender equality and women's empowerment in the partner countries.

In Liberia the Swedish Ambassador plays the role informally although no formal nomination took place. This role includes engaging in general and specific political dialogue around gender, hosting specific events around GEWE issues and representing Swedish feminist foreign policy in this capacity as well as the EU agenda on gender equality and women's empowerment. Similarly, in Niger there are several ambassadors that play the role informally. In Burkina Faso the gender coordination group nominated the Austrian Head of Cooperation as the gender champion. In Senegal the process of formally nominating a champion is upcoming.

In Nigeria on the other hand the senior gender champion was selected at the level of the Heads of Missions meeting. The role of the EU Gender Champion is a very good platform for creating greater awareness about the work done by the EU either directly or in cooperation with international organizations and not least local NGOs. It is also a good platform for work with UN agencies. The EU Gender Champion participates as speaker in a number of events and undertakes advocacy on legal reform. The fallout from the speaking engagements has been rather positive in terms of greater visibility for the EU in the events and contacts with individual activists, opinion shapers, as well as members of NGOs dealing with a host of gender issues.

Ten countries reported that mechanisms have been established to consult external senior expertise on strategic and ad-hoc gender issues: Benin, Burkina Faso, Ghana, Guinea-Bissau, Ivory Coast, Mali, Rwanda, Senegal, Sierra Leone, and Togo. In some instances, these mechanisms correspond with the coordination groups on gender (part of the technical and financial partners group). Burkina Faso, Rwanda, Senegal, Ivory Coast, and Ghana are among those that mention the use of the existing platforms of technical and financial partners, which oftentimes include non-European actors as well.

In Burkina Faso, consultation exist with the technical and financial partners group that involves also other partners in addition to the EU actors. In Rwanda The National Gender Coordination mechanism is the biggest forum where all stakeholders participate in discussing gender issues in Rwanda. Senior expertise is usually provided by the Gender Monitoring Office. However, for strategic documents such as Sector Gender profiles, consultants with gender and sector specific expertise are recruited to undertake specific assignments.

In Senegal the EU Delegation has used the Technical Cooperation Facility to engage gender expertise. This was done along with other highly engaged technical and financial partners, such as Italy (head of the G15 and of the European thematic group), and Canada (leader of the thematic gender group). In Sierra Leone there is a community of practice (CoP)on Gender Based Violence that meets every month. This CoP members are mostly CSOs but with the presence of INGOs and international donors and UN Agencies. In addition, they have established links with different national commissions with mandates related to gender equality. The CoP is also a forum where exchange of information and reports from academia are shared and discussed.

In Ivory Coast the gender group of the technical and financial partners invites when needed international NGOs and the Ivorian civil society. This contributes to strengthening coordination between partners and serves to gather feedback on the situation on the ground. In Togo The ProCEMA project is informally this group (since January 2018). A representative of each Member

State or a representative of their agency also participates. Themes that are discussed regularly with MASPFA, the largest national association network for the promotion of women, members of the University of Lomé include: promotion of the National policy of gender equality and equity; women's participation in local governance and promotion of women candidates in the forthcoming elections and promotion of gender law; promotion of a specific law against gender-based violence; sensitization of opinion leaders on gender equality (also with regard to harmful traditional practices); etc.

Germany in Burkina Faso relies on the existing platform that is moderated by the SP CONAP Genre, and that is planned to be put online in the near future. In the meantime, members meet informally and on a regular basis. Whereas the Netherlands in Ghana report obtaining necessary expertise through the gender sector working group

There were 16 EU Delegations (Benin, Burkina Faso, Chad, Congo, Gabon, Gambia, Ghana Guinea, Guinea-Bissau, Ivory Coast, Liberia, Mali, Niger, Nigeria, Rwanda, Senegal that reported having undertaken corrective actions and reports from reports 15 EU Member States on the same. Austria, Belgium, France, Germany, Italy, Luxembourg, Spain Sweden, United Kingdom). The corrective actions included relying on the gender focal person for quality control, guidance to the result-oriented monitoring missions to draw out gender related issues systematically, quality control of new action documents, inclusion of gender expertise in evaluation team, making gender expertise available as needed through preparation of dedicated contract, collection of the results from the annual reports of different actions and channelling them internally to the gender focal person, relying on the headquarter technical support for quality control and training as needed, etc. Some actions have been made within specific projects to increase for example number of female participants in EU funded actions. Another type of corrective actions reported dealt with promoting gender equality within staff, supporting career advancement of women and measures for improving professional and personal life balance.

In Guinea the EU Delegation urges consultants conducting result-oriented monitoring missions to focus on gender issues; emphasize the consideration of the gender dimension in scheduled evaluations; systematically carry out quality control for gender in the design of action documents; etc. In order to increase the availability of sex disaggregated information, the Delegation focused on raising the awareness of the operational and project units on the importance of the notion of gender, recalled this regularly during meetings and transmissions of notes and letters to the National authorizing office at the Ministry of Finance and project units as well as regular monitoring of the gender issue by the management and the gender focal person.

In Mali the EU Delegation prepared a framework evaluation contract for all the projects, especially those in difficult to visit areas, including gender expertise in it.

In Chad the EU Delegation made available a gender expert to review the logical frameworks of ongoing EDF. This was followed with necessary changes to the documents. A local consultant has been identified, whom the EU Delegation can mobilise on short notice as needed.

In Liberia the EU Delegation made specific outreach efforts for more female applicants to scholarship programs as well as set in place measures to prevent sexual harassment.

Female employees in the GIZ in Burkina Faso receive specific coaching in order to progress in their careers and move up the career ladder. Also, women employees (and men) are allowed to work with their child up to the age of 2 years old, with improved per diems (50 %).

In Benin within the GIZ, two advanced training courses were conducted in 2018 on gender-sensitive project management and gender-sensitive budgeting. As an internal control mechanism, the GIZ Safeguards and gender management system was further publicized. For this purpose, two

sectoral new gender analyses were initiated. Each new project has to undertake a gender analysis in order to secure that gender issues are fully considered in programme planning and programme implementation. At least one programme indicator must be gender-relevant.

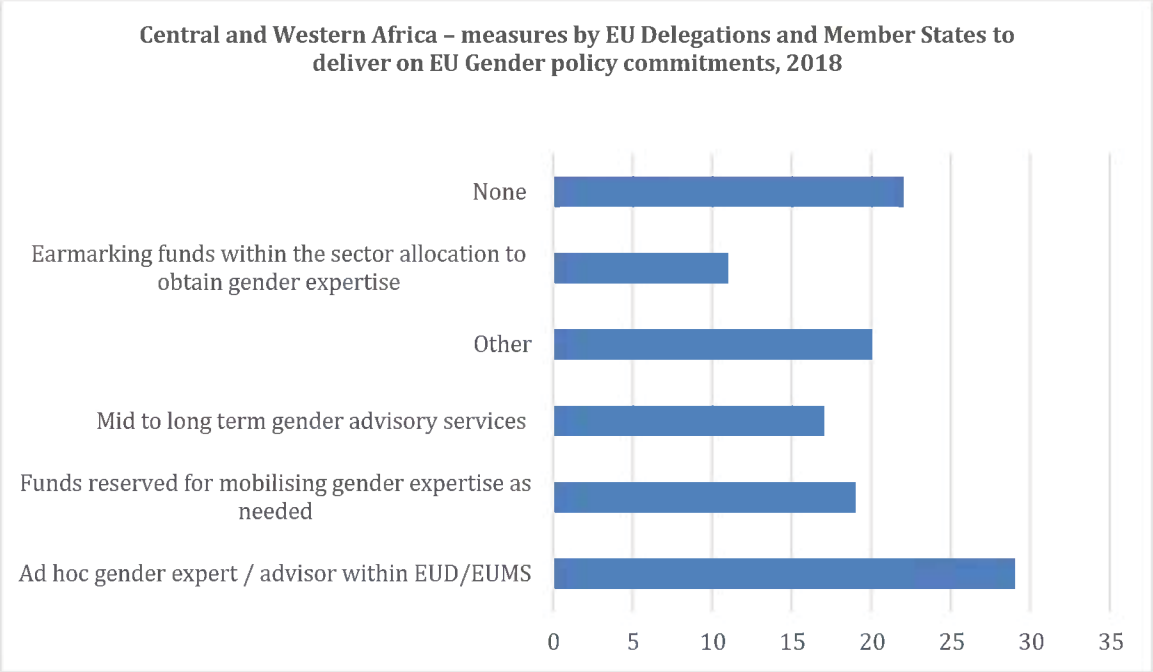
Sweden in Mali within the 'The Mali Climate Fund' requires the institutions submitting project proposals to be more specific on how they will work on gender integration, deal with existing cultural barriers, how to encourage women to get engaged, how to have policy impact, will there be lasting impact at the end of the project etc. Furthermore, gender integration receives more weight in project selection. 11 out 40 points assigned for general criteria are assigned based on gender integration. An examination of the proposals received showed that the measures had the desired impact on better gender integration. For the UN Trust Fund for Peace and Security in Mali a baseline study has been drafted, based on which a gender action plan will be developed.

Sweden In Niger for 'The Inner Delta Development Programme (PDD DIN II)' a revision was made of the gender strategy of the first phase of the programme and compared how well the gender strategy had been considered in the program document for phase II, provided clear input on how gender mainstreaming and women's economic empowerment can be strengthened for phase II especially with regards to the results framework and trained the programme team in gender mainstreaming and gender-disaggregated data collection and gender-specific indicators. The logical framework was also reviewed. For the 'Decentralized Forests Management Programme (GEDEFOR)' where the percentage of trained women was 14 % compared to 86 % of men the steering committee recommended that a positive discrimination is done in favour of women's participation in the invitation letters to the course. As a result, within six months the female participation in the courses increased to 18 %.

The EU Delegation in Nigeria pursuing conversations between staff and management, set up a parent room to cater to nursing mothers and staff with young children. Parental policy was updated to include longer maternity and paternity leave above the national standard. Furthermore, a sexual harassment reporting system in the workplace is implemented.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

Annex 2 Figure 6: Central and Western Africa – measures by EU Delegations and Member States to deliver on EU Gender policy commitments, 2018



A wide range of measures was reported to ensure that resources are available to meet the commitments on gender equality and women's empowerment. The role of the gender focal persons was indicated as being key by several EU Delegations in the region. Examples of training provided for staff on operational matters were given, as well as the use of awareness raising drives and campaigns.

In Rwanda the Belgian cooperation agency Enabel signed a framework contract for gender expertise which makes expertise available during the implementation of each program or project. Different needs are met through this contract such as: strategic (e.g. related to policy issues), operational issues, and support to capacity building. For the capacity building component, the framework contract was signed with RWAMREC (The Rwanda Men's Resource Centre) whereas for the strategic support as well as continuous operational support a framework contract was signed with RAD consult (Rwanda Accuracy Development Consult).

Denmark in Mali funds a gender expertise that is seconded to UNPFA and is working with sexual and reproductive health and rights.

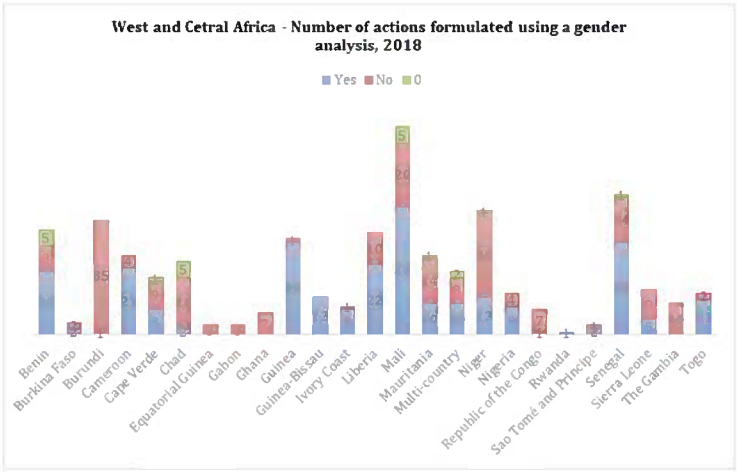
France in Senegal gives an example of the important role that is played by the gender focal persons across the embassies and AFD (Agence française pour le dévélopement) in partner countries. They are considered collectively as important contributors to championing gender equality in the work of their institutions. Their activities include: taking measures to ensure that gender is part of the embassy's political agenda and work plan; mobilising all the services of the embassy for the institutionalization of gender in their projects; mobilising funding for gender projects; attending internal or external meetings related to gender or the status of women; etc. The gender focal persons benefit from training provided by their responsible ministries centrally. Similarly, Sweden in Mali gives examples of mechanisms and structures in place across SIDA (the Swedish development cooperation agency) to strengthen and assist embassies in their gender work such as: gender focal points, gender network, gender advisers at Africa department, a gender helpdesk, and a framework agreement for gender equality.

Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

Overall in 2018, 52 % of the reported actions in the region were indicated as being informed by gender analysis (256 out of 490 reported actions); this was 42 % in 2018. For the EU Delegation 38 % of the actions were formulated using gender analysis (compared to 33 % in 2017) whereas for the EU Member States 72 % were (compared to 50 % in 2017).

EU Delegation in Ivory Coast indicated, that the preparation of the gender analysis and the call for proposals on the issues of sexual health and violence against women provided an opportunity for dialogue with government departments, technical and financial partners, and civil society.

Annex 2 Figure 7: Central and Western Africa – Number of actions formulated using a gender analysis, 2018



EU Delegations indicate that a gender analysis may not always be purposefully generated for a specific new proposal. Several sources were cited that provided the gender analysis used for the formulation of new actions, such as: information is taken from the existing country gender profile (Chad, Congo, Burkina Faso, Guinea, Ivory Coast, Mauritania), specific gender impact study or situation analysis is conducted during the formulation (Benin, Cameroon, Cape Verde, Guinea Bissau Senegal), gender analysis was part of the formulation and of the situation analysis (Cape Verde, Mali, Nigeria), needs analysis done at the level of each beneficiary group/ organization supported (Guinea), results of evaluation from a previous phase of the project (Liberia), analysis carried out by the implementing partner (Guinea Bissau, Nigeria),

The existence of the country gender analysis has played a role in pushing for inclusion specific objectives and actions that respond to the identified gender equality issues. Guidelines for calls for proposals have also been informed by the different sources of information that provide a gender sensitive analysis of the context.

Sector dialogue within existing programmes has been indicated as a means to introduce an analytical approach to gender equality issues in the specific sector or area (Benin).

EU Member States' report also indicated multiple ways of use of gender analysis in formulation: general reflection of the way in which all actions can reduce gender inequalities (France, Spain), a tailor made gender analysis for the specific action (France, Spain, Sweden), gender analysis as part of the situation analysis at formulation (Belgium, France, Germany, Ireland, Italy, Luxembourg, Spain, Sweden), use of existing country gender profile (France, Italy), analysis of existing sector specific data (France, Italy), analysis generated by the implementing partner (Spain, Sweden), sector/ theme specific analysis (France, Spain), analysis of the work of previous projects or earlier phases of a project (Italy, Sweden), inclusion of gender expert in the formulation mission (Germany), inclusion of gender analysis as part of the overall country programming (Denmark).

The EU Member States reports show that 94 of the actions have included the results of consultation with National gender equality mechanisms and Civil society organisations; 87 of the actions reported by the EU Delegations also included the results of the consultations. These results were drawn from the work done for the situation analysis, or for existing gender analysis such as the country gender profile or from specifically organized events.

Objective 5. Results for women and girls measured and resources allocated to systematically track progress

In 2018, 73 monitoring missions were reported, combining those monitoring EU Delegation-supported and EU Member State-supported actions. 43 missions were carried out in EU Delegations (in 16 partner countries), and 30 missions were carried out among nine member countries (in 11parner countries).

Recommendations included:

For the EU Delegations: disaggregation of data by sex (Guinea, Nigeria), inclusion of women in the action (Guinea, Ivory Coast, Mali), encouraging an equal representation of women in decision making in the actions supported by EU (Guinea), use of gender analysis to fine tune the activities (Chad, Mali, Nigeria), documentation and dissemination of lessons learned from the actions (Chad), inclusion of gender indicators (Guinea Bissau, Rwanda), developing a work plan for gender equality (Guinea Bissau);

For the EU Member States: preparation of a gender analysis (Germany), inclusion of activities relevant to gender-based violence in the action (Germany), use of GAP II indicators in projects (France), disaggregation of data by sex (Germany, Italy, Luxembourg, Spain), documentation and dissemination of lessons learned from the actions (Italy).

The monitoring missions identified positive examples of the promotion of gender equality or the status of women, e.g. the EU Delegation in Gabon mentioned the good results in terms of women's training in consultancy services and entrepreneurship through the regional programme PRMN. Showed.

EU Delegation in Ivory Coast systematically requires and guides the results-oriented monitoring missions' experts to pay particular attention to the way in which actions are contributing to gender equality. The Delegation is seeking to improve the quality of gender mainstreaming of the new actions, which should include gender indicators as much as possible. In this regard, in May 2018, the Head of Cooperation set up a small group, including the gender focal person, which is

responsible for ensuring that gender is adequately taken into account in the formulation of new actions.

EU Delegation in Mali brought the example of recommendations to RELAC II Project regarding using gender analysis to fully take into account the beneficiaries' own contributions in the financing of projects and establishing strategies for linking project promoters with the private sector, to create opportunities for women and young people, as a means to counteract their exploitation by extremist groups or drug traffickers. These recommendations are integrated in the following phase of the project.

EU Delegation in Nigeria highlighted the impact of the recommendations on the need to mainstream gender and disaggregate data by sex, among others. Projects have been revised accordingly. As a result, the elections project, surveys and evaluations conducted informed the decision by the electoral management body to allow priority voting for pregnant and nursing mothers as well as people living with disabilities.

EU Delegation in Senegal highlighted that among the most frequent recommendations independently from the sector or modality are those suggesting a better consideration of gender issues, in line with policy and legal commitments. Such recommendations have had the effect of sensitizing and encouraging the project implementors as well as the project managers within the Delegation to pay attention concretely to gender issues.

Italy in Senegal reports a gender and agricultural programmes joint mission organized in the southern region of Senegal with a focus on the gender theme, transversal to all projects and programs funded by the Italian cooperation. The mission included government representatives (Ministry of Women, Family and Gender and Ministry of Agriculture and Rural Equipment), Italian cooperation representatives, gender experts, the local project team, a journalist and a photographer. The mission focused on the: creation of synergies between the different agricultural programmes and PASNEEG (Supporting Programme of National Strategy for gender mainstreaming and women empowerment); development of strategic coherence in the interventions and sharing of good gender practices; promotion of the Italian Cooperation activity in the regions with a focus on gender activities; creation of synergies and networking between community actors, local gender committees and legal advice centres for women; establishment of training and sensitization activities for the local gender committees on gender-based violence; etc. Four key recommendations from the mission were: greater coherence and better cross-sectoral communication to be promoted; sex-disaggregated data to be included across programmes; good practices to be exchanged; gender data collection and accessibility to be strengthened.

Overall in 2018 there were 322 (161 from EU Delegation and 161 from Member States) actions which the EU Delegations and the EU Member States indicated to have used sex-disaggregated data for reporting results; of these 183 have only partially used sex-disaggregated data. A closer look shows that 63 % of the EU Member States actions report results with sex-disaggregated data. For the EU Delegations this figure is 50 %.

Objective 6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality

EU Delegations and EU Member States overall report that the coordination mechanism on gender in not yet in place in Chad and Niger. Niger however reports that although a dedicated coordination mechanism on gender does not exist, gender equality has been several times included in the agenda of the meeting of heads of cooperation of the EU actors in the country. Ad hoc collaboration with

specialised UN Women and SO (e.g. OXFAM, Femmes, action et dévélopement, etc) happens within the context of specific projects. In addition, Gabon, Rwanda, Senegal, Gambia and Sierra Leone have reported to have not include international actors working locally (in addition to the EU actors). All other countries not mentioned above, have established coordinating mechanisms and use them for supporting the partner countries in achieving gender equality and women's empowerment commitments.

Some examples of partnerships across EU actors and others during 2018 follow.

Based on the gender analysis in Mauritania, the EUD and EUMS present in Mauritania (France, Germany and Spain) have developed the national GAP II plan 2018-2020, which ambition to ensure greater coherence and coordination between EUD and EUMS for commitments on gender equality policy. It was validated in June 2018 with Member States.

France in Benin has established the possibility of relying on local CSO expertise from: AFA-Benin Association (Association Femmes Avocates du Benin) associated with the Cotonou Bar Association, Network for the Integration of Women of Non-Governmental Organizations and African Associations (RIFONGA), Women in Law & Development in Africa (WILDAF).

Denmark in Burkina Faso mentions the existence of a multi-stakeholder framework under the aegis of the government which brings together the technical and financial partners, the national assembly and the CSOs. This group was specifically set up to facilitate the process of revision of the quota law and its adoption. Regarding gender-based violence many partners are involved in discussions including the EU Delegation, Denmark, Switzerland, and Sweden along with UNFPA and UNICEF. At the national level, the coalition of organizations against violence against women is very active with some member states in reviewing the law on violence against women and the gender quota. The Permanent Secretariat of the National Council for the Promotion of Gender, which is attached to the Ministry of Women, is leading the actions for the revision of the quota law with the support of the Danish Embassy.

Spain in Mauritania provides the example of a working group on gender-based violence formed with participation from the government (Ministries of Health, Justice, Interior and Family), national and international NGOs, EU Member States, the EU Delegation and United Nations agencies. Other activities within work of the Human Rights groups, is the support of civil society organizations in their lobbying for the promulgation of a law of gender violence, which has been rejected three times by the Parliament.

France in Mauritania reports that bringing together CSO, government and local authorities along with EU Delegation and Member States increases the impact of the initiatives taken to promote gender equality. The coordinating role played by the EU Delegation has facilitated the presentation of a unified EU position in dialogue with local authorities and with other technical and financial partners in the country. Some examples of this joint work include: the official presentation of GAP II during the "*Journée de l'Europe 2018*" to the Ministry of Social Affairs and the creation of a protocol to systemize the medical procedure to treat and care for the victims by the Ministry of Health (result of a project to support survivors of sexual violence, funded by the *Service de coopération et d'action culturelle*).

Of all the actions reported for 2018 20 % directly supported national gender equality machineries (NGEM), a slight increase from 19 % in 2017. Countries where EU Delegations worked supported directly the NGEM were Burundi, Burkina Faso, Chad, Congo, Guinea, Guinea-Bissau, Mauritania, Liberia, Ivory Coast, Cape Verde, Niger, Nigeria, Sao Tomé and Principe, and Senegal. Further support was provided to NGEM by EU Member States: Belgium (in Mali), France (in Benin, Cameroon, Ghana, Nigeria, Senegal, and Togo), Germany (in Liberia, Mauritania), Ireland (in

Liberia), Italy (in Cameroon, Niger, Senegal), Portugal (in Cape Verde), and Spain (in Mauritania, Senegal).

From the reports it emerges that 157 of the reported actions contributed to improvement in quality and availability of sex-disaggregated/gender specific statistics, 65 of those from the EU Delegations and 92 from the EU Member States.

Nearly 36 % of all actions reported in 2018 contributed to build awareness of local and national media on gender issues.

Asia and the Pacific

Overview of progress in 2018

In 2018, 18 EU Delegations in the Asia and Pacific region reported on the on the implementation of the Gender Action Plan II's 'Institutional Culture Shift' priority. These were the EU Delegations to Afghanistan, Cambodia, China, Fiji and the Pacific Islands[3], India and Bhutan, Indonesia, Lao People's Democratic Republic, Malaysia, Mongolia, Myanmar, Nepal, Pakistan, Papua New Guinea, the Philippines, Sri Lanka and the Maldives, Thailand, Timor-Leste, and Vietnam. In addition, 13 EU Member States reported on their activities in the region – Austria, Belgium, the Czech Republic, Denmark, Finland, France, Germany, Italy, the Netherlands, Spain, Sweden and the United Kingdom.[4]

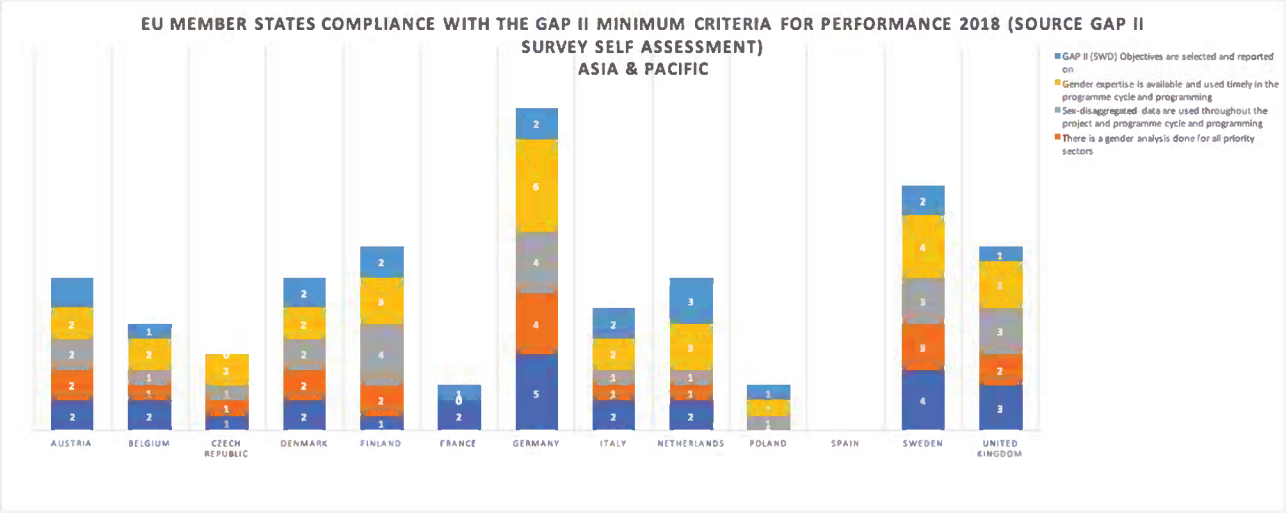
Annex 2 Figure 8: Asia and the Pacific – EU Delegations' compliance with the GAP II's minimum performance standards, 2018 (source: EAMR)

Values	Asia & Pacific	Grand Total
Gender Marker 0 is always justified	1	1
There is a gender analysis done for all priority sectors	16	16
Sex-disaggregated data are used throughout the project and programme cycle and programming	11	11
Gender expertise is available and used timely in the programme cycle and programming	17	17
GAP II (SWD) objectives are selected and reported on	15	15

Annex 2 Figure 9: Asia and the Pacific – EU Member States' compliance with the GAP II's minimum performance standards, 2018 (source: GAP II self-assessment survey)

[3] The Cook Islands, the Federated States of Micronesia, Fiji, Kiribati, the Marshall Islands, Nauru, Niue, Palau, Samoa, the Solomon Islands, Tonga, Tuvalu, Vanuatu and four territories.

[4] These EU Member States cover Afghanistan, Bangladesh, Bhutan, Cambodia, China, India, Indonesia, Lao People's Democratic Republic, Malaysia, the Maldives, Mongolia, Myanmar, Nauru, Nepal, Pakistan, Palau, Papua New Guinea, the Philippines, the Solomon Islands, Sri Lanka, Thailand, Timor-Leste, Tuvalu, Vanuatu and Vietnam.



Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

EU Delegations and Member States reported discussing gender issues in over 400 political and policy dialogues or events with national authorities and representatives. In 2018, 16 EU Delegations engaged in about 50 % of these dialogues. The most active, accounting for 40 % of all dialogues reported by delegations, was the EU Delegation to Afghanistan (93 dialogues), followed by the EU Delegations to Nepal (35), Myanmar (21) and Cambodia (18). Among EU Member States, Sweden carried out most dialogues in the region, followed by the UK and Finland.

Many of EU actors reported a number of visibility events and conferences, such as the International Conference on Gender Equality, '*Mulher Forte Nação Forte*', in Timor-Leste. Campaigns and initiatives were also reported, such as those linked to the International Human Rights Day and 16 Days of Activism against Gender-Based Violence. The EU Delegation to Afghanistan was especially active in gender-sensitive policy and political dialogues. Gender equality and women's empowerment issues were on the agenda on several occasions, such as the first meeting of the Special Working Group on Human Rights, Good Governance and Migration; the Kabul Symposium on Gender Equality and Women's Empowerment, attended by high-level EU officials; and policy dialogues with civil society organisations and local authorities in the context of the Law and Order Trust Fund for Afghanistan (LOTFA) and the Afghanistan Reconstruction Trust Fund (ARTF). Other occasions included bi-monthly meetings with the Displacement and Returnees Executive Committee, meetings with the Ministry of Rural Rehabilitation and Development (MRRD) and the Citizens' Charter Afghanistan Project (CCAP), and the agriculture sector working group meeting attended by the Minister of Agriculture.

Topics most frequently discussed by EU actors in the region included human rights, democracy, decent work and employment (over 40 dialogues). These were followed by poverty and national development planning, education, health, sexual and reproductive health and rights, governance, accountability and transparency, the rule of law, social protection and migration (over 30 dialogues). The sectors in which gender issues were not frequently discussed included energy efficiency and sustainable energy, water management and water, sanitation and hygiene (WASH), transport, infrastructure and communications.

Compared to 2017, there was an increase in the number of EU Member States and EU Delegations who addressed gender equality within sectors where it is least commonly raised in 2018, specifically transport, infrastructure and communications. The gender dimensions of the energy sector and public financial management (PFM) were also discussed more than they were last year.

Within sectoral dialogues, violence against women remained the topic most discussed by EU Delegations (18 Delegations), followed by gender-responsive budgeting (8) and women, peace and security (6). EU Member States also focused on violence and women, peace and security, although they addressed gender-responsive budgeting less frequently. The Embassy of Germany in China promoted discussions on gender equality, women's rights and lesbian, gay, bisexual, transgender and intersex (LGBTI) rights.

Annex 2 Box 10: High-level meeting in China

A high-level roundtable dialogue was organised between the EU and China in 2018, on 'Partnerships to promote Gender Equality and Eliminate Violence against Women'. The Deputy Director of China's National Working Committee on Children and Women under State Council (NWCCW) represented the Government of, while European Commissioner for International Cooperation and Development, Neven Mimica, represented the EU. The meeting promoted gender equality and women's employment through policies, programmes and partnerships. It also introduced the EU-UN Spotlight initiative.

Annex 2 Box 11: EU-ASEAN Dialogue

In November 2018, a joint dialogue was held by the EU and the Association of Southeast Asian Nations (ASEAN) on 'Implementing SDG 5: Gender Equality at Work'. The dialogue brought together high-level ASEAN and EU officials to discuss challenges, good practices and evidence-based solutions for the implementation of Sustainable Development Goal 5, particularly related to gender equality in the workplace.

EU Delegations reported several good practices and lesson learned through dialogues in 2018. The EU Delegation to Cambodia highlighted the implementation of the GAP II in the Joint European Second Monitoring Report. As a result, gender was discussed at meetings co-chaired or chaired by EU Ambassadors, with senior government officials, the private sector and civil society organisations. In Fiji, gender equality was included as a cross-cutting priority in the budgetary support programme, 'Support Sustainable Rural Livelihoods'. As gender is being integrated in the policies and strategies of the ministries involved in this programme, regular meetings were held between EU representatives and the ministries of the economy, agriculture and the sugar industry.

In Bhutan, the EU is implementing a budgetary support programme with the Ministry of Agriculture and Forests, which piloted gender-responsive planning and budgeting initiatives. Following discussions, a gender-sensitive indicator will be identified for the 'Rural Development and Climate Change Response' budgetary support programme.

In Vietnam, gender equality was regularly raised by European Ambassadors, the Head of the EU Delegation, as well as the heads of the trade, cooperation and political sections, and the political and management team. Key dialogues included bilateral meetings with government officials, ministries and agencies, meetings with local authorities and technical working groups. Gender was a feature of the Joint European Dialogue with the Government and other development partners. It was similarly raised with the private sector and civil society organisations, including gender equality and women's organisations. Two Delegations reported the involvement of their gender focal person. In line with Sweden's 'feminist foreign policy', the Head of Mission and Embassy staff regularly raise gender issues with cooperation partners and stakeholders at all levels. The Italian Agency for Development Cooperation (AICS) organised an informal 'Ambassadors Group on Gender Equality' in Vietnam, which has devised a list of priority actions for advocacy and follow up. The EU Head of Delegation participates in the group, as do UN agencies and several EU Ambassadors, including the Ambassador of the Czech Republic.

In 10 countries in the region, EU Delegations and EU Member States adopted burden-sharing measures (GAP II activity 1.4). In China, this includes the division of labour on policy dialogues and joint programming based on a common country gender analysis. In Afghanistan, it entails a division of responsibilities in terms of engaging with civil society. In most countries, burden-sharing is coordinated by working groups and partners groups, as well as coordination meetings to exchange information and set priorities.

Good practices of burden-sharing related to the GAP II's implementation were reported. In Cambodia, a Joint Gender Action Plan 2016-2020 outlines the division of labour for its implementation. Responsibilities were also divided between EU Member States, with Sweden's Development Counsellor appointed 'lead European partner for gender equality' in development cooperation. A gender analysis of the country context in China supported the coordination of the Gender Equality Working Group's activities, chaired by the EU Delegation and including EU Member State representatives. The EU Delegation to Myanmar worked with Member States to map EU gender actions in the country, enabling the prioritisation of the GAP II's areas of intervention.

In 12 countries in the region, EU representatives led donors' gender coordination mechanisms. EU Delegations led these mechanisms in China, Mongolia, Malaysia, the Philippines and Palau, Thailand, and Vietnam. EU Member States led the mechanisms in Afghanistan, Cambodia, Indonesia and Timor-Leste, Myanmar, Nepal, and Lao People's Democratic Republic.

Objective 2.Dedicated leadership on gender equality and girl's and women's empowerment established in EU institutions and Member States

In 2018, 33 gender champions were reported within EU Delegations or EU Member States in Asia and the Pacific, 15 more than in 2017. However, there are far fewer formally appointed champions. They include three Heads of EU Delegations to Indonesia, Malaysia and Nepal. In Thailand, the EU Delegation and Member States jointly selected a gender champion, who was nominated by Heads of Mission. The champion's role is to regularly make statements and draw attention to EU commitments on women's rights, as well as the global obligations which partner countries and EU actors have on gender equality, particularly with respect to SDG 5. The purpose of this appointment is to ensure that the EU communicates a common position regarding gender equality, in line with the GAP II. In China, the Ambassador of the United Kingdom nominated the Consul General as a gender champion to lead bilateral discussions with the All-China Women's Federation, while coordinating the UK's gender strategy for the media and public events. The champion also worked closely with the Prosperity Minister Counsellor, who oversees Prosperity Programme Funds, and ensured that gender was mainstreamed across official development assistance (ODA) programme activities.

In 18 countries, mechanisms have been established to consult external senior expertise on strategic and ad-hoc gender issues. In many instances, these mechanisms are coordination groups on gender – as in Cambodia, Indonesia, Lao People's Democratic Republic, Myanmar, Nepal and the Philippines. These groups provide a space for sharing information and seeking advice. For example, in Vietnam the informal Ambassadors Group and International Development Partners Group on Gender Equality and Social Inclusion are open to academia and civil society. Other types of mechanisms include sharing good practices on gender equality and women's empowerment through exchanges with headquarters, lectures, workshops and talks. In Cambodia, for instance, workshops on gender mainstreaming were organised for programme officers, Heads of Mission and Development Counsellors. Another key mechanism involved hiring a gender expert to provide technical assistance to an Embassy or EU Delegation, as in Sri Lanka and the Maldives.

Good practices were reported on improving transparency, accountability and delivering results on gender equality. These most frequently involved the appointment of one or more gender focal persons. For example, the EU Delegation to Afghanistan appointed a gender focal person in each of its sections. They also involved the recruitment of gender advisers to mainstream the GAP II into joint European strategies, as in Cambodia. The systematic use of gender analysis, sex-disaggregated data and gender indicators was reported, including for budgetary support, as were firm commitments to meeting the GAP II's minimum requirements in programmes and projects, and the allocation of resources for gender. Other practices involved closely consulting civil society organisations working on gender, and including gender as a priority in the European Instrument for Democracy & Human Rights (EIDHR), civil society organisation and local authorities (CSO-LA) guidelines for applicants. The Embassy of the United Kingdom in Afghanistan, arranged regular and ad hoc events to keep abreast of developments on gender equality and women's empowerment.

Annex 2 Box 12: Gender-sensitive guidelines for applicants in China

In CSO-LA and EIDHR guidelines for applicants, the EU Delegation to China included the requirement for all proposals to mainstream gender equality. Minimum requirements include:

- the inclusion of a brief gender analysis to inform the action's objectives and selection of indicators;
- an explanation of how the project will address relevant gender equality issues and gaps, as well as how it will impact women and men, girls and boys; and
- ensuring that all project data sex-disaggregated, as far as possible.

Funded proposals must frame gender equality as either a principal or significant objective (OECD Gender Equality Marker (GM) 1 or 2). This approach is also planned for future blended projects.

Annex 2 Box 13: Joint European Strategy in Cambodia

EU actors in Cambodia mainstreamed the GAP II into the Joint European Strategy to systematically monitor its implementation. As such:

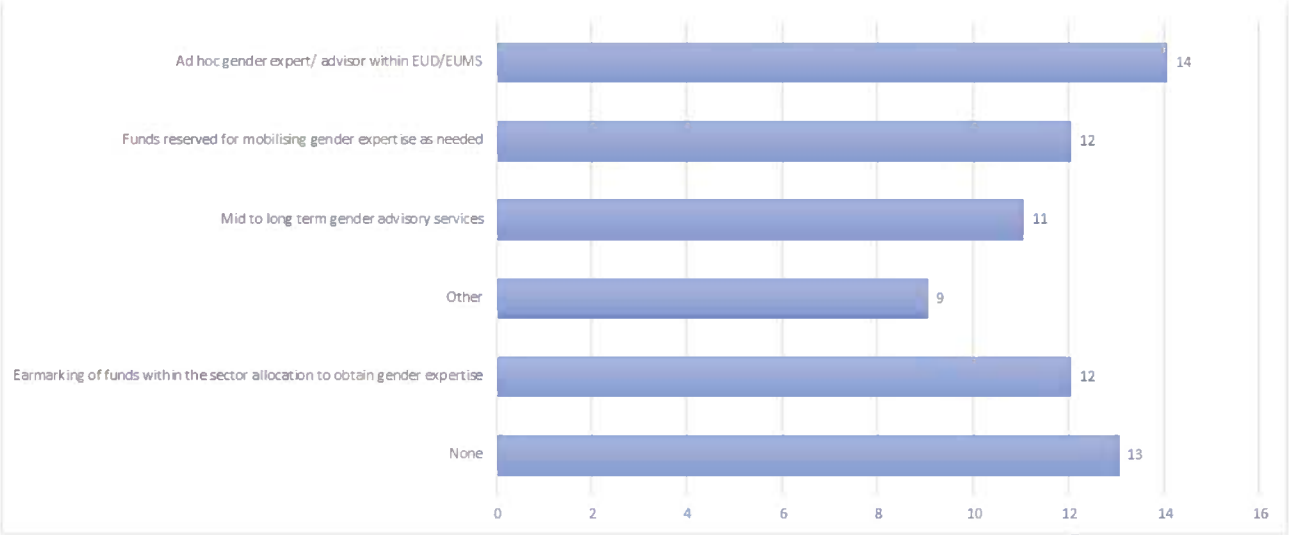
- indicators for monitoring the strategy must be sex-disaggregated;
- all new programmes must ensure, when possible, the use of sex-disaggregated data;
- joint policy briefs must include sectoral gender issues to ensure consistent messages between European partners and policy dialogue with the Government;
- the gender focal point should take part in reviewing all new programmes; and
- the evaluation of projects under the CSO-LA call for proposals must assess Logframes based on the use of sex-disaggregated data.

In 2018, 12 EU Delegations took corrective actions to improve performance on gender equality. Frequent actions included gender training and workshops for staff, particularly for gender focal points, alongside inception trainings for new partners and greater attention to gender-sensitive project and programme monitoring. Other actions involved consulting gender focal points during the programming phase to ensure gender mainstreaming in all new programmes, the use of gender analysis, and the inclusion of gender issues in the terms of reference for evaluation experts. Resources and staff allocations were made to support the GAP II's implementation, and project activities were revised. The EU Delegation to Myanmar, for example, checked all programmes against the OECD gender marker. Ad hoc, on-demand support on gender was made available to programme managers. Support was provided to mainstream gender in programmatic documents, GAP II objectives were selected as focus areas, and gender analyses were updated by sector.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

In Asia and the Pacific, 18 EU Delegations and 13 EU Member States put in place measures to ensure high quality gender expertise. Most frequently this involved recruiting ad hoc gender experts (7 EU Delegations), earmarking funds for mobilising gender expertise (7), reserving funds for mobilising gender expertise as needed (6), and mid-to long-term gender advisory services (5).

Annex 2 Figure 10: Asia and the Pacific – Measures by EU Delegations and Member States to ensure that gender expertise is available and used, 2018

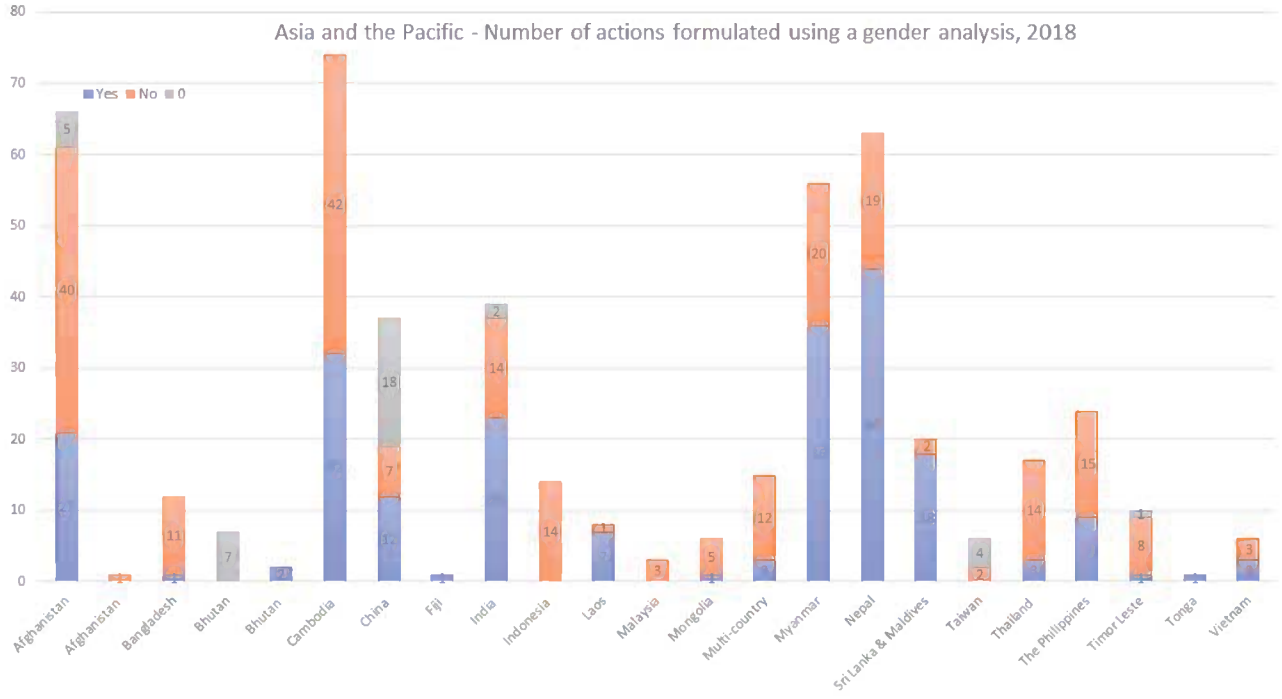


Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

Of 489 actions reported by 17 EU Delegations and 10 EU Member States, 218 (45 %) were formulated using gender analysis – up from 38 % in 2017. Reports do not always specify how such analyses were used. In some instances, gender equality was a programme priority. In others, an action's design was informed by qualitative and quantitative data, or by partners' experience and knowledge of gender equality and women's empowerment. In most cases, results of a gender analysis were integrated at the formulation stage, resulting in gender-sensitive logical frameworks.

Gender analysis was often used to inform programmes whose principal objective was achieving gender equality and women's empowerment. However, EU actors also reported using gender analysis to mainstream gender in programmes with other main objectives. For instance, gender analysis was part of the formulation of the 'Law and Order Trust Fund for Afghanistan (LOTFA) Support to Police Reform'. This programme planned pre-service and in-service training to create a professional, rights-based and gender-sensitive police service. Gender analysis was also integrated in the 'Pacific-European Union Marine Partnership Programme' (PEUMP), as well as in a regional programme on 'Social and Labour Standards in the Textile and Garment Sector'.

Annex 2 Figure 11: Asia and the Pacific – Number of actions formulated using a gender analysis, 2018



Overall, 218 actions (45 %) were informed by the findings of consultations. In some cases, consultations involved civil society organisations – including those working on gender issues – as well as national gender equality mechanisms, gender experts, women's organisation, rights holders and projects beneficiaries.

Objective 5. Results for women and girls measured and resources allocated to systematically track progress

In 2018, 273 monitoring missions included recommendations on gender mainstreaming in the region, compared to 217 in 2017. In Nepal alone, 58 monitoring missions took place, as did 40 in Thailand. Such missions often assessed actions' impacts on gender equality and women's empowerment, with recommendations on gender mainstreaming emphasised in their reports. Several results-oriented monitoring (ROM) missions called for more and better quality gender mainstreaming in programmes and projects, as well as the systematic use of gender analysis and its integration in actions at all stages. They also recommended the systematic use of gender indicators and sex-disaggregated data, coupled with consulting gender experts, capacity building and awareness raising for implementing partners lacks. Among all actions reported by EU Delegations and EU Member States, 187 used sex-disaggregated data when reporting on all results, while 167 did so 'partially'. Of all actions, 171 improved the quality and availability of sex disaggregated data, as well as gender-specific statistics.

EU Delegations and EU Member States took notable corrective actions. Senior management requested sector-specific gender analysis, measures were taken to ensure the quality control of action documents, and systematic reporting was promoted against the OECD Gender Marker. Similarly, sex-disaggregated data was systematically used and training on gender provided to civil society organisations and project partners. Gender-responsive budgeting was reported in Nepal as a corrective follow-up action. Similarly, the Embassy of Germany strengthened municipalities' institutional capacity for gender-responsive policy, the provision of services, planning and budgeting.

Objective 6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality

EU actors in 20 countries in Asia and the Pacific had gender coordination mechanisms in place in 2018, compared to 14 in 2017. In some cases, these mechanisms engaged international actors working locally. National gender equality mechanisms were involved in 74 actions, particularly in Cambodia, Sri Lanka and the Philippines. Moreover, 40 actions directly supported national gender equality mechanisms, principally in Afghanistan.

At least one activity to raise awareness of gender among local and national media stakeholders was undertaken in all countries in the region, with the exception of Japan, Mongolia, Pakistan, Papua New Guinea and Singapore. An upward trend is evident, with 160 actions reported in 2018, compared to 110 in 2017 and 49 in 2016. A small proportion of actions (12) centred on research in Afghanistan, Bangladesh, China, Nepal and the Philippines. Nonetheless, 54 involved gender-related research aspects. This marks an increase from 2017, when 17 actions involved a research component.

Central Asia

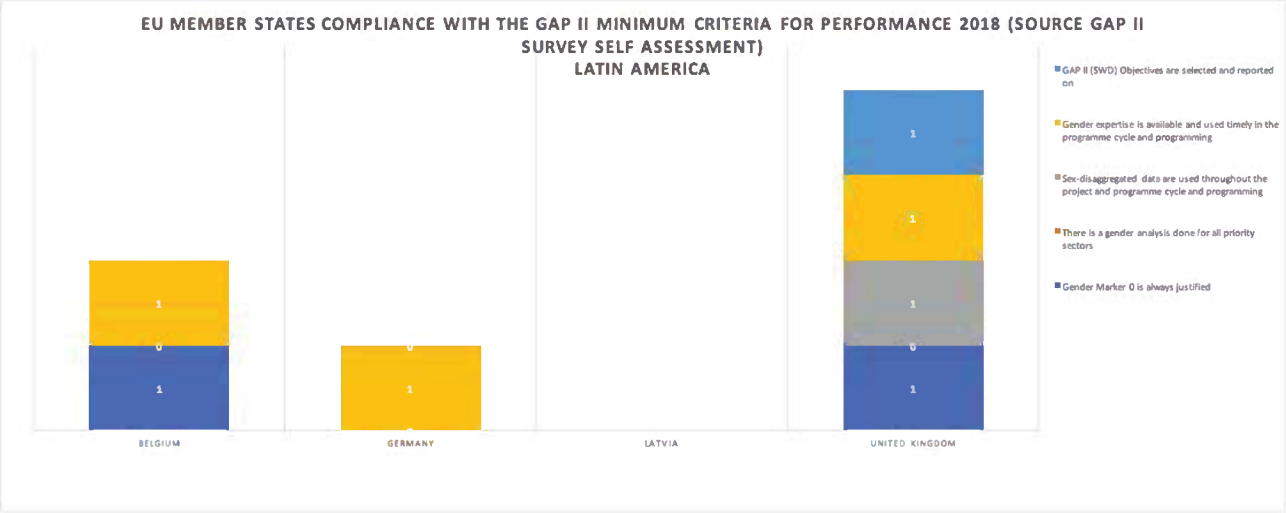
Overview of progress in 2018

In Central Asia in 2018, four EU Delegations – to Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan – reported on the implementation of the GAP II's 'Institutional Culture Shift' priority. So too did four EU Member States – Belgium, Germany, Latvia and the United Kingdom – active in four Central Asian countries. Azerbaijan was the only country from which no report was submitted.

Annex 2 Figure 12: Central Asia – EU Delegations' compliance with the GAP II's minimum performance standards, 2018 (source: EAMR)

Values	Central Asia
Gender Marker 0 is always justified	0
There is a gender analysis done for all priority sectors	3
Sex-disaggregated data are used throughout the project and programme cycle and programming	4
Gender expertise is available and used timely in the programme cycle and programming	4
GAP II (SWD) objectives are selected and reported on	4

Annex 2 Figure 13: Central Asia – EU Member States' compliance with the GAP II's minimum performance standards, 2018 (source: GAP II self-assessment survey)



Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

EU Delegations and EU Member States discussed gender issues during 55 political and policy dialogues in Central Asia. Three EU Delegations – to Tajikistan, Kyrgyzstan, Kazakhstan – carried out 42 of these dialogues. The UK (12 dialogues) and Germany (1) were the only Member States that discussed gender through dialogues. Most dialogues took place in the framework of on-going and new programmes, workshops, campaigns and conferences, rather than specific structured dialogues with institutions or national governments.

Gender issues were discussed during human rights dialogues in Kazakhstan, Kyrgyzstan and Tajikistan. Uzbekistan was an exception, where discussions on gender were confined to high-level meetings during the 2018 visit of Federica Mogherini, High Representative of the Union for Foreign Affairs and Security Policy and Vice-President of the European Commission. In 2017, gender issues were discussed at a high-level meeting during the visit of Neven Mimica, European Commissioner for International Cooperation and Development.

EU actors discussed gender issues related to a wider range of sectors than in 2017. All EU Delegations in the region discussed gender equality during dialogues on democracy, human rights, migration, the rule of law and education. In three dialogues each, gender issues were discussed in relation to poverty and national development planning, trade, decent work and the environment, trafficking, social protection, health, agriculture, and energy. Two dialogues each addressed the sectors of governance, sexual and reproductive health and rights, the environment and climate change. Sectors each discussed at a single dialogue included public administration reform, security and conflict prevention, and transport. Gender was not raised in the dialogues on public financial management, a decline compared to 2017, when it was raised during two such dialogues. However, gender was covered for the first time by in relation to transport, infrastructure and communications.

As with EU Delegations, all EU Member States integrated a gender perspective in dialogues on human rights, and in three out of four cases on the rule of law. Gender issues were not discussed with reference to public financial management, migration, trafficking, water management and water, sanitation and hygiene (WASH), agriculture, fisheries, food and nutrition, transport infrastructure and communications, energy efficiency and sustainable energy, the environment, climate change and disaster risk reduction.

Within these sectors, violence against women and girls and gender-based violence were the most frequently discussed issues, raised by four EU Delegations and one Member State. This was followed by gender-responsive budgeting, raised by the EU Delegation to Kazakhstan, and women, peace and security, raised by one EU Member State in Kyrgyzstan.

In only one country, Tajikistan, the EU Delegation and Member States coordinated on GAP II reporting. No other burden-sharing measures were reported beyond the framework of overall donor coordination. In 2018, EU Delegations and Member States in Kazakhstan and Kyrgyzstan actively participated in gender coordination groups, led by UN Women in both countries. The groups provided a platform for exchanging information, including on the GAP II in Kazakhstan, while supporting the development and approval of a national gender action plan in Kyrgyzstan.

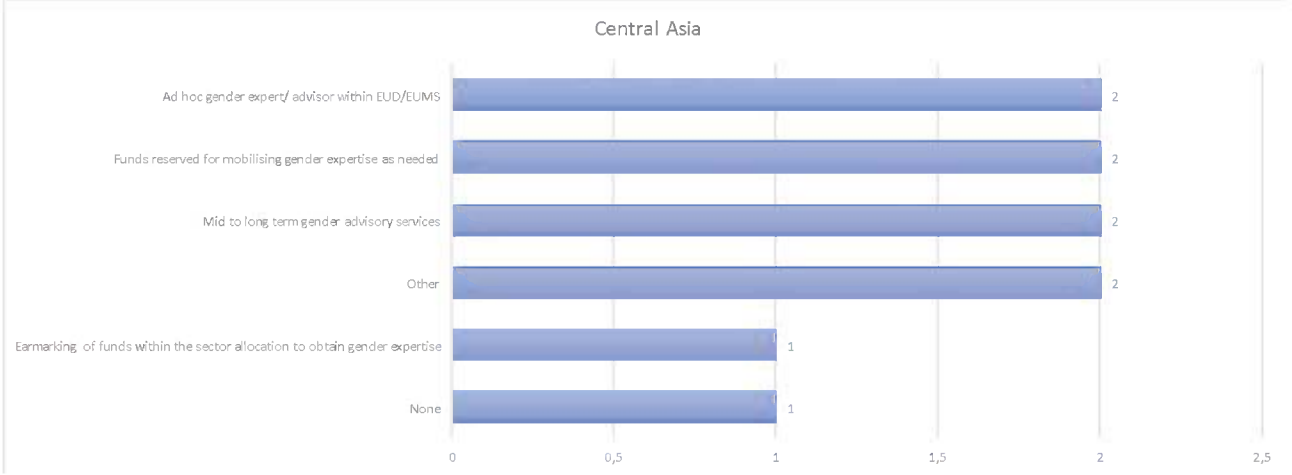
Objective 2. Dedicated leadership on gender equality and girl's and women's empowerment established in EU institutions and Member States

While no gender champions were appointed in Central Asia in 2017, some progress was reported in 2018. In Kyrgyzstan, the United Kingdom appointed the Deputy Programme Portfolio Manager for Central Asia as a gender champion. In the EU Delegations to Kyrgyzstan and Tajikistan, three staff members and one Ambassador took the lead in promoting gender equality and women's empowerment. Nonetheless, they were not officially nominated as 'champions'. Three EU Member State Ambassadors – of France, Germany and the UK – promoted gender equality through their networks.

In three countries, an independent, informal group or forum was in place to discuss gender issues. Three EU Delegations in the region reported five good practices related to leadership on gender equality, far fewer than 17 in 2017. Most of these were reported in Kyrgyzstan (3 good practices). These involved aligning Logframes to the EU results framework and GAP II indicators by including gender-sensitive indicators and sex-disaggregated data, as well as reporting on GAP II objectives based on gender analysis.

Only six corrective measures were reported in 2018, compared to 35 in 2017. These were taken in two countries to improve performance on gender equality. Good practices in terms of corrective measures included revising the Logframes of on-going projects and including GAP II objectives.

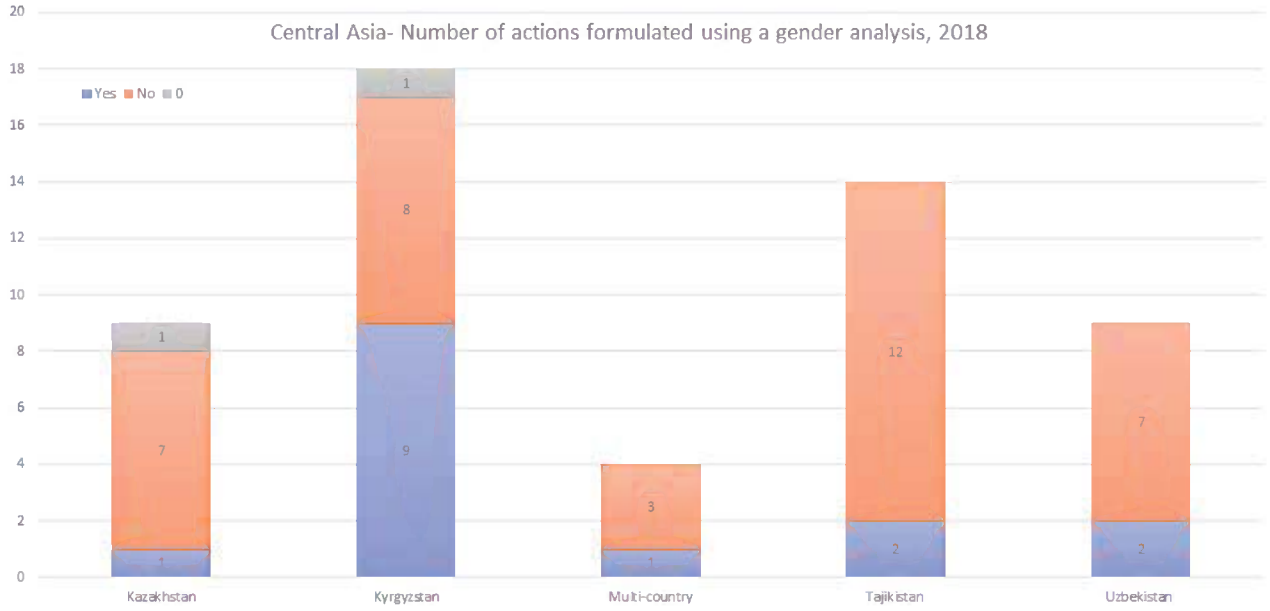
Annex 2 Figure 14: Central Asia – Measures by EU Delegations and Member States to ensure that gender expertise is available and used, 2018



Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

Four EU Delegations – to Kyrgyzstan, Tajikistan, Kazakhstan and Uzbekistan – and two EU Member States reported that 15 of 54 actions were formulated using gender analysis, compared to 7 of 26 actions in 2017. Gender analysis was conducted for a programme on public health and drug policies in Central Asia, as well as for a rule of law programme in Kyrgyzstan. A regional gender study on Central Asia was also prepared.

Annex 2 Figure 15: Central Asia – Number of actions formulated using a gender analysis, 2018



Only eight actions were formulated based on the findings of consultations. These included programmes on 'Increasing resilience to marginalisation among women and girls in Kyrgyzstan' and 'Advancing women's rights through enhanced protection and self-employment' in Uzbekistan. Such actions involved consultations with partners, gender experts, National Women's Committees, women's business associations and international organisations. The aforementioned gender study on Central Asia was drafted after consultations with UN women, civil society organisations and government institutions.

Objective 5. Results for women and girls measured and resources allocated to systematically track progress

EU delegations reported seven monitoring missions in four countries – Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan – in 2018, compared to 54 missions in 2017. One positive development was the provision of qualitative information on recommendations and follow-up related to gender, which were not provided in previous years. In all four cases, follow-up on monitoring and evaluation missions involved revising Logframes to include gender-sensitive indicators and sex-disaggregated data. Other follow-up activities included editing the description of action documents

to make these more gender-sensitive, coupled with greater cooperation with partners to help implement specific actions of the country's gender action plan.

Overall, 12 actions reported on results using sex-disaggregated data. Moreover, 21 actions were considered to have improved the quality and availability of sex-disaggregated data and gender-specific statistics.

Objective 6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality

yThe four EU Delegations in Central Asia coordinated with international actors working locally to establish a gender coordination mechanism. One action by the EU Delegation to Kazakhstan involved research on gender-related issues, while another in Tajikistan had a research component. While seven actions directly supported national gender equality mechanisms, another seven involved working with these mechanisms. Of 26 actions which involved awareness raising activities on gender equality with media stakeholders, most were implemented in Kyrgyzstan.

Australia, New Zealand, Japan, Singapore and Taiwan

In 2018, EU Delegations to Australia, New Zealand, Japan, Taiwan and Singapore, and three EU Member States – Belgium, Poland and Sweden – reported on the implementation of the GAP II's 'Institutional Culture Shift' priority in these five countries.

Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

In 2018, between 10 and 20 policy and political dialogues included discussions of gender issues. The EU Delegation to Australia reported such discussions during the EU-Australia-New Zealand trilateral dialogue on pacific development issues. In New Zealand, gender was raised during negotiations on the EU-New Zealand free trade agreement (FTA). At the World Assembly of Women (WAW!) W20 event in Japan, the EU Delegation conducted a special session on the use of a gender lens. The EU Delegation to Taiwan supported non-governmental organisations to promote gender equality education. In Singapore, dialogues were held with local civil society organisations and the EU Delegation continued to provide financial support to local UN Women committee, as it has done since 2016.

While EU actors in Australia discussed gender with reference to human rights and social protection, discussions in New Zealand focused on trade. In Taiwan, Singapore and Japan, gender issues were most often discussed in relation to human rights, decent work and employment, and social protection. These were followed by education, migration, sexual and reproductive health and, security and conflict prevention, and the rule of law. Gender was far less prominent in dialogues on public financial management, trade, public administration reform, governance and democracy. In Taiwan, in addition to discussions of gender and human rights in policy and political dialogues, consultations and follow-up meetings were held, and workshops and seminars planned for 2019. Gender-responsive budgeting was not discussed during any policy and political dialogues by any EU actors in Australia, New Zealand, Japan, Singapore or Taiwan .

Officially, there are no EU gender champions in these five countries. Nevertheless, the Head of the Political Section of the EU Delegation to Singapore is a gender focal person.

Latin America

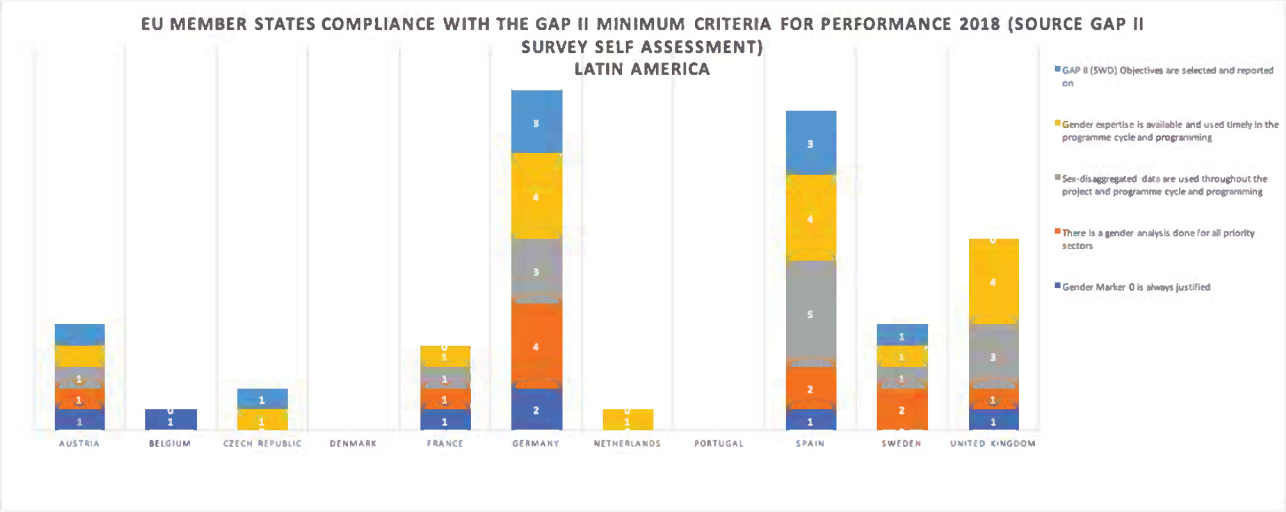
Overview of progress in 2018

In Latin America, 11 EU Delegations reported on the implementation of the Gender Action Plan II's 'Institutional Culture Shift' priority in 2018 – to Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Guyana and Suriname, Paraguay, Peru, Uruguay and Venezuela. Reports were also submitted by 12 EU Member States – Austria, Belgium, Check Republic, Denmark, France, Germany, Italy, the Netherlands, Portugal, Spain, Sweden and the United Kingdom UK. Three more EU Delegations reported than in 2017, namely the Delegations to Argentina, Chile, and Guyana and Suriname.

Annex 2 Figure 16: Latin America – EU Delegations' compliance with the GAP II's minimum performance standards, 2018 (source: EAMR)

Values	Americas - Latin America
Gender Marker 0 is always justified	4
There is a gender analysis done for all priority sectors	7
Sex-disaggregated data are used throughout the project and programme cycle and programming	6
Gender expertise is available and used timely in the programme cycle and programming	7
GAP II (SWD) Objectives are selected and reported on	6

Annex 2 Figure 17: Latin America – EU Member States' compliance with the GAP II's minimum performance standards, 2018 (source: GAP II self-assessment survey)



Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

Nine EU Delegations and nine EU Member States introduced gender issues in policy and political dialogues with partner countries. Member States engaged in 102 such dialogues, while EU Delegations conducted more than 110. Only five EU Member States and two EU Delegations reported no gender-sensitive policy or political dialogues. Most dialogues were held by the EU Delegations to Colombia (30 dialogues), Chile and Ecuador. Reported dialogues generally took the form of meetings, speeches, campaign launch events, panel discussions and gatherings of donor coordination groups on gender. High-level dialogues and annual meetings on human rights were reported, as were dialogues with civil society organisations.

Gender issues were most frequently raised by EU Delegations during dialogues on human rights, democracy, While 10 EU Delegations covered gender issues in the sphere of human rights, eight did so with regard to democracy. Seven EU Delegations each discussed gender in relation to the rule of law, governance, accountability and transparency, decent work and employment, trafficking, and social protection. Six did in relation to poverty, national development planning and gender-responsive budgeting, as did five in the context of migration and education. Four EU Delegations raised gender in the sectors of public administration reform (PAR), security, agriculture, fisheries, food and nutrition. Three discussed gender vis-à-vis public finance management (PFM), trade, transport, health, sexual and reproductive health and rights, and the environment and climate change. Two EU Delegations raised gender issues with respect to the sectors of energy, water management and water, sanitation and hygiene (WASH).

The sectors in which EU Member States discussed gender included human rights, poverty and development planning, and education. These were followed by sexual reproductive health and rights, decent work and employment, democracy and social protection. As with EU Delegations, gender issues were less discussed in dialogues on transport and infrastructure, trade and energy efficiency. Within these sectors, EU Member States focused on issues of violence against women and girls (VAWG) and gender-based violence (GBV) far more frequently than EU Delegations. Women, peace and security issues and gender-responsive budgeting were less frequently addressed.

When specified, Policy and political dialogues by EU Delegations were carried out by the Heads of Delegations, Heads of Mission, the heads of the political, cooperation and trade sections, political officers and counsellors, cooperation advisors and programme officers. Only one EU Delegation reported the involvement of the gender focal person. For EU Member States, dialogues were conducted by Heads and Deputy Heads of Mission, the heads of political sections and cooperation coordinators.

In eight Latin American countries, EU Delegations and EU Member States adopted burden-sharing measures (GAP II activity 1.4). These arrangements covered the GAP II's implementation, joint initiatives, analysis and campaigns, information sharing, joint programming, project development and priorities. In Argentina, Bolivia, Colombia, Ecuador, Peru, Paraguay and Venezuela, EU Delegations regularly coordinated with Member States, adopting a fairly formal division of labour on gender issues. In Argentina, the EU Delegation and Member States developed an 'action plan to promote equality between women and men in Argentina'. In Bolivia, the European coordination group coordinated joint programming on gender in the framework of the European Joint Strategy 2017-2020. A bilateral programme on justice was also formulated to pilot joint programming. In Colombia, EU actors actively participated in the EU Gender Group, which enabled thematic coordination. EU actors also coordinated on meetings and dialogues with Colombia's Rural Women's Directorate. In Paraguay, the possibilities for a division of labour were analysed, while

EU Member States and the EU Delegation worked on common guidelines on gender issues. In Venezuela, EU actors continued to coordinate on the GAP II's implementation.

In eight partner countries, a donor coordination mechanism was in place in 2018. In Brazil, Chile, Ecuador, Guyana and Suriname, Uruguay, and Venezuela, EU Delegations led donor coordination mechanisms. EU Member States led these mechanisms in Bolivia and Peru.

Objective 2. Dedicated leadership on gender equality and girl's and women's empowerment established in EU institutions and Member States

EU actors nominated nine gender champions in the region – in Brazil, Chile, Colombia, and Guyana and Suriname. Seven of these champions were nominated within EU Delegations, two each in Brazil, Chile, and Guyana and Suriname, and one in Colombia. Among EU Member States, the Embassy of Portugal in Chile designated two gender champions.

Some EU Delegations without an officially appointed gender champion demonstrated leadership on gender issues. For instance, the Head of the EU Delegation to Paraguay expressed his willingness to assume this role and participated in several events and activities related to gender. In Peru, the Head of EU Delegation and the Ambassadors of the Netherlands, Spain, Sweden and the UK actively took part in events on gender equality, although they were not formally appointed champions.

Mechanisms to consult external senior expertise were reported in seven countries – Bolivia, Brazil, Chile, Ecuador, Paraguay, Peru and Uruguay. These were reported by four EU Delegations – to Bolivia, Ecuador, Peru and Uruguay – and 10 EU Member States – Austria, Belgium, France, Germany, Spain, Sweden and the UK. Gender aspects were regularly discussed within donor coordination mechanisms and with civil society. In Bolivia, the international donor coordination group and the gender sub-group within the European Joint Strategy held regular meetings on critical gender issues in the country. Civil society organisations were regularly invited, as were women's representatives, academia and think thanks. Some meetings also involved the participation of government institutions and the national gender mechanism. Ecuador's gender roundtable (MEGECI) included representatives of the EU Delegation, EU Member States, the United Nations, government institutions and civil society. International experts were invited to brief the members on specific gender topics every two months. In Peru, the gender coordination mechanism (MESAGEN) invited senior gender experts to specific sessions on a regular basis, who delivered presentations on specific gender equality and women's empowerment issues, challenges and opportunities.

Overall, 45 good practices were reported in the region. In some cases EU actors provided guidance to civil society organisations and project partners on incorporating gender issues in programming; in other commitments to mainstreaming gender in the project cycle and programming were reported, as were efforts to evoke an institutional culture shift, in line with the GAP II. Other good practices included greater commitment to the systematic use of gender analysis, sex-disaggregated data, gender indicators and internal and external gender expertise. Positively, EU actors recognized the importance of the Quality Review Group's process and revisions from the gender team in HQ , the support of the annex on cross-cutting issues in developing an Action Document, as well as the need for gender-sensitivity in recruitment practices..

Six EU Delegations and four EU Member States took specific actions to improve performance on gender equality. Measures included training on gender for grant beneficiaries and engaging with civil society organisations – particularly those working on gender equality and women's rights – to enhance reporting and data collection. In addition to strengthening gender equality strategies, political commitment on gender was sustained. Efforts to mainstream gender in programmes were

supported by internal awareness raising, while increasing gender focal persons' involvement in programme development.

Annex 2 Box 14: Corrective actions to improve the delivery of gender equality results in Colombia

In 2018, the EU Delegation to Colombia took corrective actions to strengthen the delivery of results on gender equality. First, opportunities were identified for increasing financing on gender, and institutionalising technical assistance to support gender-sensitive decision-making. The cooperation section explicitly integrated budget lines for gender or specific gender components in programming documents. This made the EU's gender agenda in the country more coherent. It also boosted the EU Delegation's capacity to articulate this agenda by using cooperation instruments.

Second, support for the gender focal point increased. Recognising the demands of delivering on gender commitments, measures were taken to redistribute tasks. Responsibility for gender was extended within the EU Delegation by adopting a co-responsibility approach.

Third, an individual format for reporting on the GAP II's implementation was developed at the project level. This overcame the complexity of past reporting procedures, offering a useful tool to gather specific information on the GAP II objectives selected in the country.

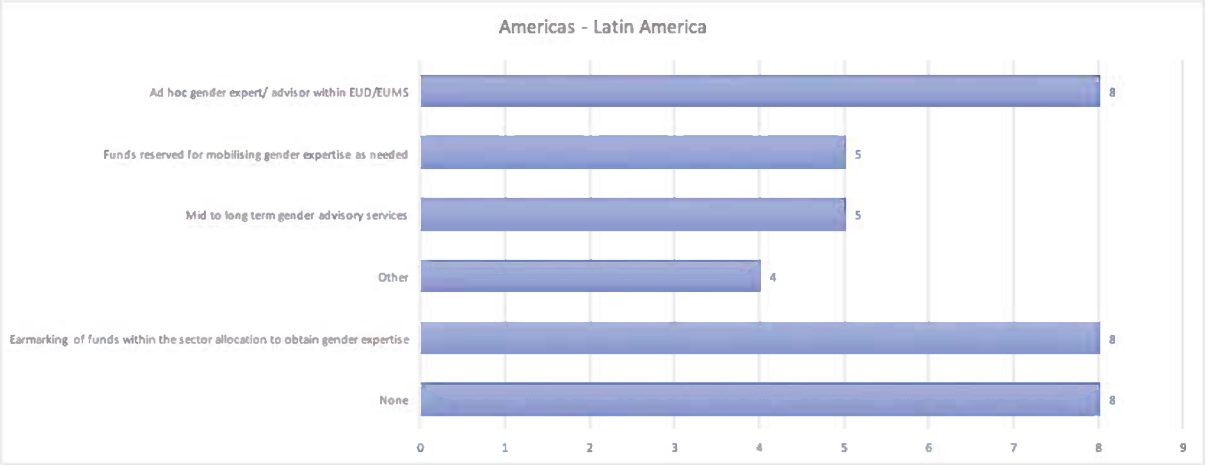
Finally, a gender communication and visibility strategy was designed to ensure that results are adequately communicated, opening up spaces for work on gender equality both internally and externally.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

The availability of ad hoc gender expertise was reported by EU Delegations and EU Member States in Latin America, with funds often reserved to mobilise such expertise. Mid- to long-term advisory services were less frequently used. The availability of gender expertise varies from country to country. As in 2017, EU Member States relied more frequently on mid- to long-term gender experts, while EU Delegations tended to recruit experts on an ad hoc basis, as needed for specific programmes and sectoral strategies. For instance, the EU Delegation to Bolivia mobilised short-term support on gender for the formulation of the water and sanitation programme. Staff members were provided with medium-term technical assistance on gender to support strategic government needs, and to mainstream gender into national sectoral strategies for fighting illicit drugs and on product diversification. The EU Delegation to Chile engaged with a wide array of experts, earmarking funds to obtain gender expertise from civil society organisations, academia, the private sector and, through dialogue, from the Government. In Paraguay under the Multiannual Indicative Programme, funds were set aside in the Annual Action Programme (AAP) 2019 to support the implementation of the Sustainable Development Goals (SDGs), particular SDG 5 ('gender equality').

When long-term gender expertise was used, this made a difference in the overall quality of EU Delegations' portfolios. The EU Delegation to Colombia was an exception, engaging with gender experts in three ways. First, permanent technical assistance was provided by a gender expert hired in the context of support for the Multiannual Indicative Plan. Second, specific amounts were reserved for gender expertise within budget allocations, planned support measures and other sources of technical assistance. Third, funds were earmarked for gender expertise within sectoral budgets. As a result, gender-specific measures or indicators were included in the framework of the Colombia Trust Fund and the Multiannual Indicative Programme, facilitating the direct allocation of resources during its implementation.

Annex 2 Figure 18: Latin America – Measures by EU Delegations and Member States to ensure that gender expertise is available and used, 2018



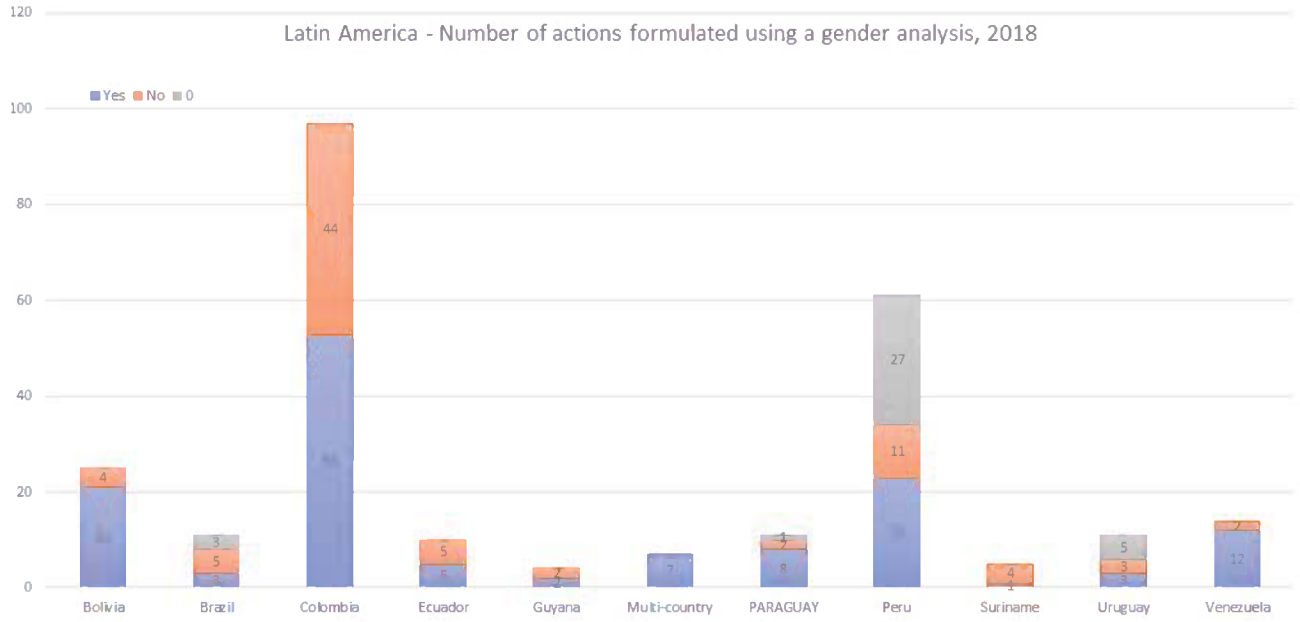
Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

In 2018, 138 actions (54 % of the total actions implemented in the region) in Latin America were formulated using a gender analysis – slightly less than 57 % in 2017. All reporting EU Delegations, with the exception of the EU Delegation to Uruguay, used gender analysis to formulate actions. EU Delegations to Colombia and Venezuela were especially notable while among EU Member States, gender analysis informed 30 actions formulated by the Embassy of Spain in Colombia.

In most cases, EU actors integrated gender analysis in the formulation stage, using gender-sensitive indicators derived from such analysis in Logframes. In other cases, gender analysis was undertaken by an implementing partner or a civil society organisation which participated in an action's call for proposals.

Gender analysis was used to inform several actions on violence against women, women's empowerment, social protection for survivors of violence, sexual and reproductive health, sexual trafficking, femicide, civic participation and elections, and support for civil society organisations. Gender analysis was generally used in the region to design programmes with a strong focus on gender issues.

Annex 2 Figure 19: Latin America – Number of actions formulated using a gender analysis, 2018



In 2018, 106 actions were formulated using the findings of consultations, especially in Bolivia, Colombia and Peru. These findings were included in the final drafts of action documents and contributed to gender mainstreaming in project strategies, situation analyses, stakeholder selection, budgeting, identifying indicators, setting priorities and developing activities. Consultations with non-governmental organisations, civil society organisations and women's organisations informed actions on key gender issues such as violence against women.

Evidence from Latin America suggests that, when the results of consultations with women's organisations are integrated in design, programmes are more likely to address gender issues. The EU Delegation to Bolivia consulted women's associations, women's representatives and state institutions to inform the design of a programme on strengthening networks to promote gender-sensitive fiscal justice ('*Promoción y fortalecimiento de la red de actores para la promoción de la justicia fiscal con enfoque de género*'). As a result of consultations, the programme included training on gender-sensitive budgeting, as well as training for women's associations on advocating with government institutions responsible for planning and budgeting. The initiative also involved an analysis of public investments for women, and spurred the creation of a 'fiscal justice observatory'.

Objective 5. Results for women and girls measured and resources allocated to systematically track progress

In 2018, 96 results-oriented monitoring (ROM) missions in Latin America addressed gender. Some found that gender issues were well-integrated in projects, such as the external evaluation of the Peru-Spain Country Partnership Framework. Others recommended improving the systematic use of sex-disaggregated data. Some highlighted gender as a necessary dimension that all monitoring missions and evaluations should address – as in the case of the Embassy of Germany in Peru – such as by using a checklist, as used by Spain in Colombia. Some EU actors undertook monitoring missions to prepare programmes, involving sector-specific gender analysis. The EU Delegation to Ecuador undertook a gender analysis to prepare for a ROM mission.

Follow-up measures taken to address identified challenges included workshops, reports and events,

sector-specific analyses and increased funding. Other measures involved revising programmes' logical frameworks, introducing a gender checklist for development projects, and using sex-disaggregated data alongside gender-sensitive and GAP II indicators. Sex-disaggregated data was used to report on the results of 138 actions, more than half of which were carried out in Colombia.

Objective 6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality

In Latin America, 112 actions were reported as having improved the quality and availability of sex-disaggregated data and gender-statistics. Almost 40 % of these actions were implemented by the EU Delegation to Colombia.

Gender-related research was a part of 60 actions, 15 of which focused on gender-specific research, while 45 featured a research component on gender.

In 11 countries, EU Delegations and EU Member States were involved in a gender coordination mechanism that included international actors working locally. These countries were Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Guyana and Suriname, Paraguay, Peru, Uruguay, and Venezuela – five more than in 2017. Key partners included embassies, international organisations, bilateral and multilateral agencies, cooperation agencies and international non-governmental organisations.

Overall, 32 actions directly supported national gender equality mechanisms. The bulk of such actions were undertaken in Colombia, followed by Paraguay, Suriname, Uruguay, Bolivia and Peru. A larger number (54 actions) involved collaboration with national gender equality mechanisms.

Some 123 actions organised awareness raising activities to sensitise local media stakeholders on women's rights and gender equality. Most of these were undertaken by EU Member States and the EU Delegation in Colombia, followed by EU actors in Peru. Nine EU Delegations funded 43 actions to build media awareness.

Central America

Overview of progress in 2018

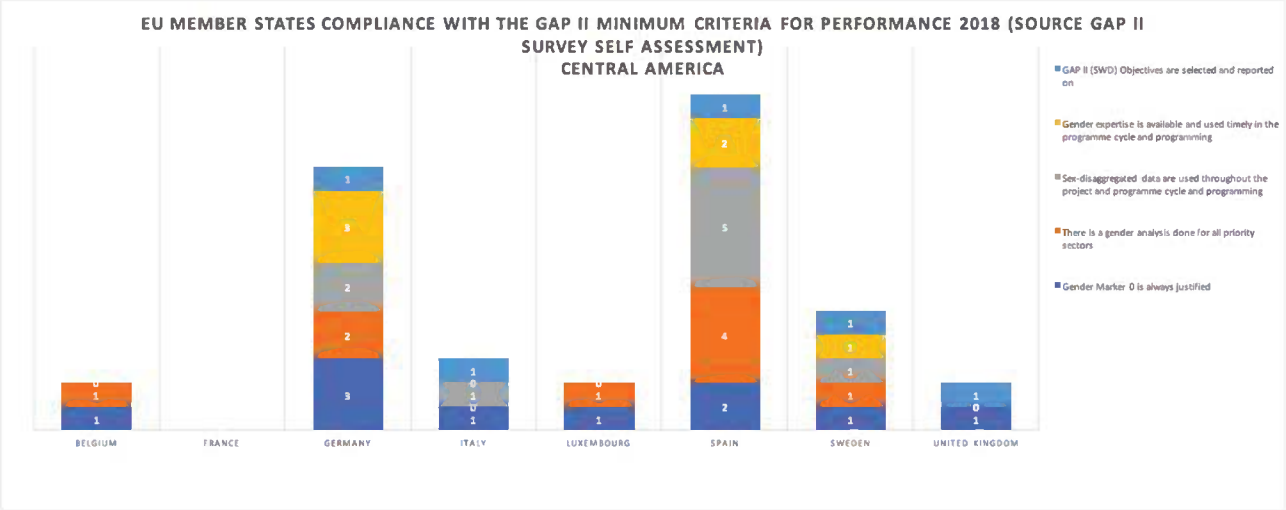
In 2018, five EU Delegations in Central America reported on the implementation of the Gender Action Plans II's 'Institutional Culture Shift' priority – Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. So too did eight EU Member States – Belgium, Germany, France, Italy, Luxembourg, Spain, Sweden and the UK – in six countries in the region, namely Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Panama.

Annex 2 Figure 20: Central America – EU Delegations' compliance with the GAP II's minimum performance standards, 2018 (source: EAMR)

Values	Central America
Gender Marker 0 is always justified	2

There is a gender analysis done for all priority sectors	5
Sex-disaggregated data are used throughout the project and programme cycle and programming	4
Gender expertise is available and used timely in the programme cycle and programming	5
GAP II (SWD) Objectives are selected and reported on	3

Annex 2 Figure 21: Central America – EU Member States' compliance with the GAP II's minimum performance standards, 2018 (source: GAP II self-assessment survey)



Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

EU Delegations and EU Member States discussed gender issues during 130 political and policy dialogues in Central America. Several of these dialogues were events held with national and international organisations, events to mark the launch or completion of projects, International Women's Day or donor group meeting – such as the meeting of donor countries for Guatemala (G13) and the G16 in Honduras.

The Head of Mission of the Embassy of Spain in Costa Rica met government counterparts and the Ombudswoman to discuss the importance of gender equality and women's empowerment as a priority of Spanish foreign policy and bilateral relations with Costa Rica. In El Salvador, EU actors regularly raised women's rights and gender equality issues. The Embassy of Spain, for instance, used political dialogue to discuss the decriminalisation of abortion, the need to combat violence against women and reduce early pregnancies, the importance of enhancing gender mainstreaming in state organisations. Support was also provided for El Salvador's National Intersectoral Strategy for the Prevention of Pregnancies in Girls and Adolescents ('*Estrategia nacional Intersectorial de Prevención de embarazos en niñas y adolescents*'). Through policy dialogue, the EU Delegation to El Salvador succeeded in including gender-sensitive indicators linked to disbursements under the budgetary support programme.

External factors prevented policy and political dialogues in Nicaragua. During the first quarter of

2018, meaningful agreements were reached on mainstreaming gender through sectoral dialogues. However, once a socio-political crisis erupted in April 2018, all dialogues were suspended.

The gender dimensions of 18 topics or fields were discussed by EU Delegations to Central America, most frequently human rights, security and conflict prevention, and sexual reproductive health and rights. Gender was also raised in discussions of decent work and employment, education, poverty and national development panning, the rule of law, migration, social protection and health. By contrast, gender issues related to energy efficiency and sustainable energy, transport, infrastructure and communication, and trade were only discussed in one or two instances. Compared to the previous year, there was a slight diversification in the number of sectors covered. While gender dimensions of public finance management were not discussed at all in 2017, these were addressed by two EU actors in 2018 – by Spain in Guatemala and the EU Delegation to Honduras.

As with EU Delegations, EU Member states generally raised gender issues in relation to the fields of human rights, education and security and conflict prevention. They also covered migration, as well as sexual and reproductive health and rights – the latter a particular feature of dialogues in Guatemala and El Salvador. While EU Member States discussed gender during dialogues on all sectors, the sectors in which they rarely discussed gender issues were the same as those rarely broached by EU Delegations – public financial management, trade, transport, infrastructure and communications, and energy efficiency and sustainable energy.

Within these sectors, the issue most commonly raised in Central America was violence against women and girls and gender-based violence, followed by women, peace and security and, to a lesser extent, gender-responsive budgeting. EU Member States reported addressing women, peace and security more that EU Delegations – particularly France, Spain, Sweden and the UK.

Most dialogues took place with government representatives. A large number of women's machineries were involved, such as national women's institutes, attorney generals on gender violence, councils of ministers on women, presidential secretariats for women, and other national mechanisms for women's advancement. Many dialogues also took place with civil society organisations. In Guatemala, for example, Sweden regularly held dialogues with the Presidential Secretariat for Women on gender-responsive budgeting as part of its support for the institution.

The EU Delegation to El Salvador reported that dialogues were usually held by political officers, the Head of the Delegation and the Head of Cooperation. EU Member States reported the involvement of Heads of Mission, Heads of Development Cooperation and their Ministries of Foreign Affairs. The involvement of gender focal persons was not reported by EU Delegations or EU Member States.

EU actors adopted burden-sharing measures (GAP activity 1.4) in five Central American countries – El Salvador, Guatemala, Honduras, Mexico and Nicaragua. These predominantly involved gender groups that promoted strong coordination. Others measures included joint programming, for instance in Honduras, joint programming featured a chapter on gender. Joint programming was a component of bilateral initiatives in which EU Member States and EU Delegations shared a common focus, as in El Salvador. In Nicaragua, coordination was a part of the GAP II's implementation of the GAP, alongside gender issues in general. These measures enhanced the exchange of information and knowledge, the sharing of good practices and the organisation of events on gender equality issues.

The EU Delegations to Guatemala, El Salvador and Nicaragua led donor coordination mechanisms on gender. EU Member States led these mechanisms in Mexico and Honduras. In Guatemala, another donor coordination mechanism on gender, a sectoral sub-committee of the G13, was led by

Canada and UN Women. The gender coordination mechanism in Honduras was rooted in the G16 donor forum with an annual rotating presidency. EU actors were not active members of this group in 2018.

Objective 2. Dedicated leadership on gender equality and girl's and women's empowerment established in EU institutions and Member States

In 2018, three gender champions were appointed in Central America, including two champions in the EU Delegation to Nicaragua. The Head of Cooperation was one such champion, who supported the implementation of all GAP II initiatives in institutional and sectoral areas, while leading efforts to promote gender equality in donor coordination. This marks significant progress compared to 2017, when no gender coordination mechanism was led by EU donors and no gender champions were appointed in the region.

Three EU Member States and two EU Delegations in two Central American countries – Guatemala and Honduras – adopted a mechanism to consult external senior expertise on strategic and ad hoc issues related to gender equality. This largely involved dialogue and gender working groups, supported by the participation of external experts.

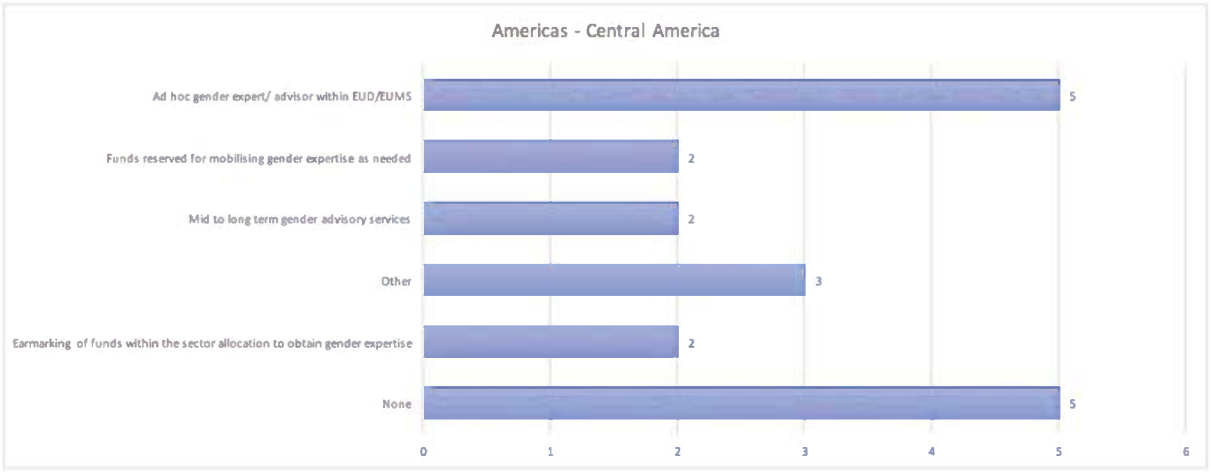
Institutional annual reports highlighted 10 good practices. These range from meeting the GAP II's minimum standards of performance to undertaking a gender analysis, hiring gender experts, allocating resources, and improving gender-sensitive screening for programmes.

In 2018, seven corrective actions were taken. These included the appointment of gender focal persons, engaging gender expertise, increasing gender balanced representation at events, and allocating funds to gender priorities, such as gender-based violence in Guatemala. Challenges were recorded in Nicaragua, where the execution of accounts and gender-related results were weakened as a result of the crisis in the country, impacting the resources and personnel assigned to work on gender.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

Ad hoc gender expertise was available in four EU Delegations, although mid- to long-term gender advisory services and funds to mobilise gender expertise were less frequently available. By contrast, EU Member States made considerably more use of mid- to long-term gender advisory services. As in 2017, some EU Delegations took action to improve the availability of gender expertise in 2018. The EU Delegation to El Salvador offers a good practice example, regularly including a gender expert in technical assistance missions and contracting medium- or long-term technical assistance for budgetary support programmes on national policy sectors.

Annex 2 Figure 22: Central America – Measures by EU Delegations and Member States to ensure that gender expertise is available and used, 2018



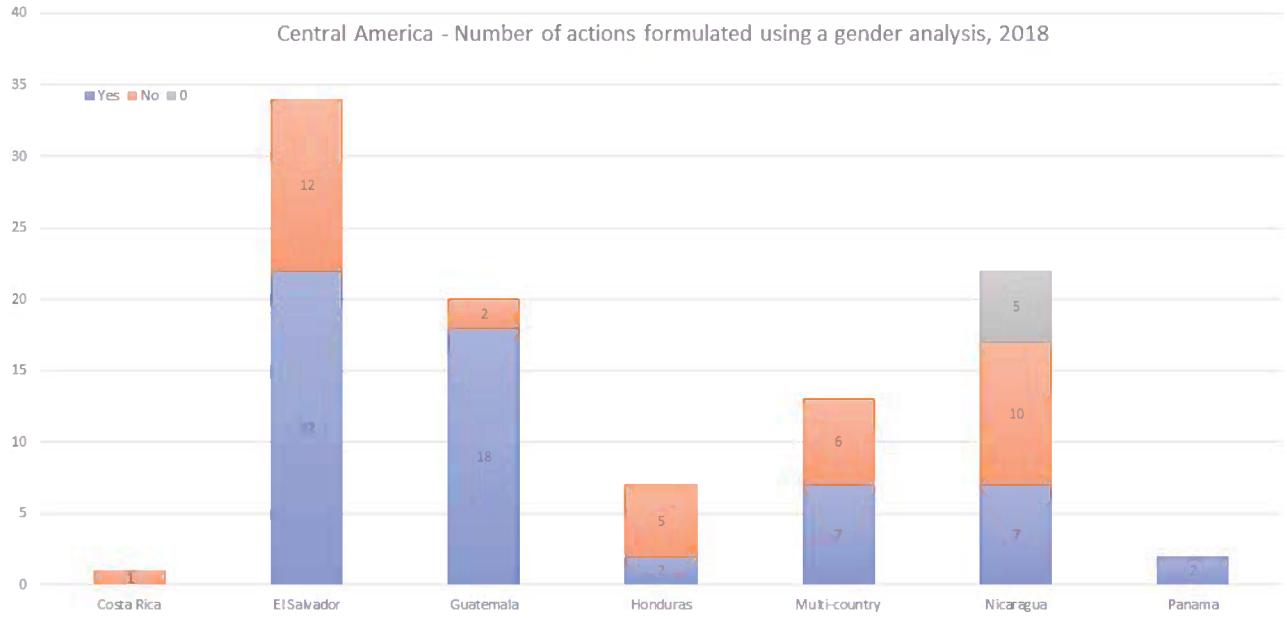
Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

Overall, 58 of 92 actions (63 %) reported in 2018 were formulated using gender analysis – 30 actions by five EU Delegations and 28 actions by various EU Member States. This marks a significant increase from 35 % in 2017.

Details on how gender analysis was used and to what extent reveal that, for eight actions, a gender analysis was carried out by implementing partners. In these instances, EU actors assumed that the action's design was informed by the analysis. In two cases, reports indicate that 'gender analysis' per se was not undertaken, but that a gender lens was applied. In the remaining instances, gender analysis was carried out, especially during the formulation phase. Such analyses informed Logframes by prompting the inclusion of gender-sensitive indicators.

Gender analysis was often used to inform actions whose principal objective was gender equality and women's empowerment. For example, this was the case in El Salvador, where many programmes focused on violence against women, protecting survivors by the strengthening the justice system, sexual and reproductive health and rights, and early pregnancies. Nevertheless, gender analysis also to informed actions whose principal objective was not gender equality. In Panama, for instance, Spain's collaboration with the Sub-Directorate of Water and Sanitation, part of the Ministry of Health, involved a gender analysis and the elaboration of a gender action plan.

Annex 2 Figure 23: Central America – Number of actions formulated using a gender analysis, 2018



In Central America, 50 actions were formulated using the findings of consultations. For 22 % of these, action design was informed by consultations with women's organisations. For 25 % of actions, consultations were held during the inception phase but no details were provided on the actors consulted. One action was based on the national gender policy, rather than on information from specific consultations. In three cases, consultations took place during events – such as during the 'every day for women's rights' campaign in Nicaragua.

Objective 5. Results for women and girls measured and resources allocated to systematically track progress

In 2018, 24 monitoring missions were carried out in Central America, although not all of these included a gender dimension. EU Delegations and EU Member States reported addressing the missions' recommendations, leading to increased support for national gender policies, the collection of gender-sensitive statistics at all state levels, strategic planning and dialogue with partners, and gender mainstreaming in programme design. The EU Delegation to El Salvador reported that, between 2009 and 2018, the strategic evaluation of budgetary support programmes did not include a gender perspective. However, in 2018, the need to address gender systematically when designing budgetary support programmes was formally recognized and a change of approach initiated.

Reporting on results was sex-disaggregated for 35 actions, partially disaggregated for 28 and not disaggregated for 24. In all countries but Panama, EU actors reported that these 35 actions improved the quality and availability of sex-disaggregated data and gender-specific statistics.

Objective 6. Partnership fostered between EU and stakeholders to build national capacity for gender equality

In Honduras and El Salvador, research on gender was the focus of two actions, while seven actions included a research component.

In six Central American countries, 37 actions raised awareness of gender among local media

stakeholders. EU Member States and EU Delegations were equally involved in these activities, 38 % of which were carried out in El Salvador.

Gender coordination mechanisms in six countries included international actors working locally, such as UN agencies, international non-governmental organisations and other actors engaged in development cooperation. EU Delegations and EU Member States directly supported national gender equality mechanisms through seven actions in four countries – El Salvador, Guatemala, Nicaragua and Panama. Two of these were implemented by the EU Delegations to Guatemala and El Salvador. The other five were carried out by EU Member States in El Salvador, Nicaragua and Panama. Moreover, 10 further actions involved working with national gender equality mechanisms, without providing them with direct support.

Caribbean

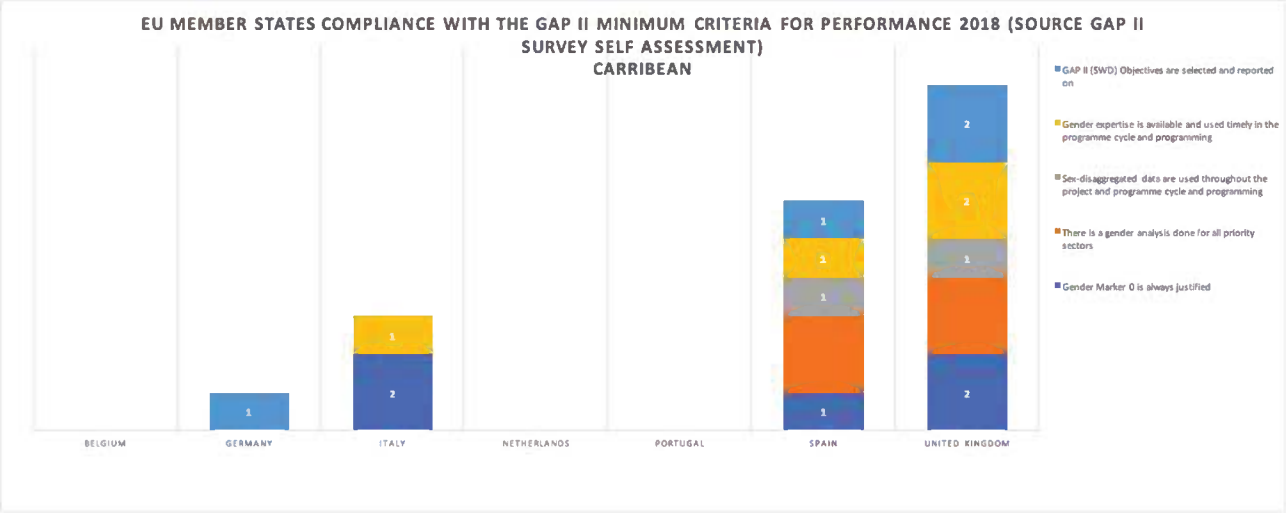
Overview of progress in 2018

In the Caribbean, six EU Delegations reported on the implementation of the GAP II's 'Institutional Culture Shift' priority – to Barbados, Cuba, the Dominican Republic, Haiti, Jamaica, and Trinidad and Tobago. Reports were also submitted by seven EU Member States – namely Belgium, Germany, Italy, the Netherlands, Portugal, Spain and the United Kingdom – active in six Caribbean countries.

Annex 2 Figure 24: Caribbean – EU Delegations' compliance with the GAP II's minimum performance standards, 2018 (source: EAMR)

Values	Caribbean
Gender Marker 0 is always justified	3
There is a gender analysis done for all priority sectors	6
Sex-disaggregated data are used throughout the project and programme cycle and programming	5
Gender expertise is available and used timely in the programme cycle and programming	6
GAP II (SWD) Objectives are selected and reported on	4

Annex 2 Figure 25: Caribbean – EU Member States' compliance with the GAP II's minimum performance standards, 2018 (source: GAP II self-assessment survey)



Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

In 2018, gender equality was discussed during 40 political and policy dialogues between EU actors and partner countries in the Caribbean. The EU Delegation to Jamaica, for instance, engaged in a dialogue in Belize at which issues of violence against women, gender-based violence and human trafficking were raised. Gender issues were also addressed in policy dialogues on the sectors of concentration of the delegation.

Two demarches by the EU Delegations to Barbados and to Cuba highlighted European priorities for the 62nd session of the Commission on the Status of Women (CSW), held in New York in March. In the framework of the first formal EU-Cuba Dialogue on Human Rights, the EU Delegation to Cuba contributed to the first civil society seminar on gender, sexual health and reproductive rights.

The EU Delegation to the Dominican Republic held a policy dialogue with the Ministry of Finance on the new public finance management budget support programme. They discussed an indicator on the "percentage of women awarded with contracts on public procurement tendering", which was duly included in the programme.

Annex 2 Box 15: High-level dialogues on gender in the Caribbean

The Embassy of the Netherlands in Cuba regularly addressed gender issues during meetings with Cuban government officials. Two high-level dialogues were held between the Embassy of Italy and authorities in the Dominican Republic, reflecting gender equality's crucial importance for achieving the objectives of political strategies. These dialogues were:

- a high-level meeting at the Ministry of Women (Ministerio de la Mujer) on the role of women in the Dominican Republic and the legislative reforms needed to effectively achieve gender equality; and
- a high-level meeting between the Ambassador of Italy and the Vice President of the Dominican Republic on the Government's strategy to promote gender equality.

Dialogues that discussed gender covered a broad range of sectors or fields, particularly human rights, and sexual and reproductive health and rights. All EU Delegations raised gender in relation to human rights, followed by poverty and national development planning, and decent work and

employment. These were addressed by four of the six EU Delegations in the Caribbean. Three EU Delegations also spoke of gender vis-à-vis public financial management, and agriculture, fisheries, food and nutrition. No dialogues specifically addressed gender in relation to water management, and water, sanitation and hygiene (WASH) or transport, infrastructure and communications.

Similarly, EU Member States raised gender issues during dialogues on poverty and national planning, education, and sexual and reproductive health and rights. Unlike EU Delegations, Member States did not conduct gender-specific dialogues related to public financial management, trade or migration.

In five countries, the most discussed issue within sectoral dialogues was violence against women and girls and gender-based violence. Women, peace and security issues were not raised by EU Delegations in any dialogue, although these issues were addressed by EU Member States in Trinidad and Tobago, and the Dominican Republic.

Though comprehensive details were not provided on the profile of the EU representative involved in the policy or political dialogue, senior management (Head of Delegation, Head of Political Section or the Head of Cooperation) was usually involved, and to a major extent the technical staff (EUD Programme managers, among which two GFPs) both engaged in advancing gender issues.

Representative of the partner countries are often the Prime Minister and Ministry of targeted sector, technical staff and advisers, civil society organisations.

EU Delegations did not report any burden-sharing measures in the Caribbean (GAP activity 1.4), although they noted certain joint initiatives. In Trinidad and Tobago, both the EU Delegation and the High Commission of the United Kingdom engaged in a public diplomacy campaign, '#LetsTalkTT'. The campaign addressed gender equality, gender-based violence and gender stereotypes in the country.

Among EU Member States, the Embassy of Belgium in Cuba reported plans to form and lead a group that will establish a gender action plan for Cuba. Overall, however, no burden-sharing measures were reported.

Annex 2 Box 16: #LetsTalkTT in Trinidad and Tobago

#LetsTalkTT is an on-going joint campaign by the EU Delegation and the High Commission of the United Kingdom in Trinidad and Tobago. It raises awareness of gender equality, providing a platform for discussion on gender-related issues, such as gender-based violence and women's rights.

In 2018, the initiative focused on tackling gender-based violence through men's perspectives and roles. It encouraged new audiences to become aware of the issues faced by women, alongside the gender-normative societal pressures on men. Outputs and outcomes of the initiative included:

- the collection of data on men's perspectives, as well as challenges and proposed solutions;
- reducing the taboo of men's involvement in discussions on gender; and
- maintaining and strengthening the EU's position as key actor on gender equality in the country.

Two donor coordination mechanisms in the Caribbean were EU-led in 2018 – in Cuba and the Dominican Republic. In terms of joint initiatives with other international stakeholders on women, peace and security, the Embassy of Italy in the Dominican Republic reported an Organization for Security and Co-operation in Europe (OSCE) Start-up Working Group which addresses gender issues.

Objective 2. Dedicated leadership on gender equality and girl's and women's empowerment established in EU institutions and Member States

In 2018, the EU Delegation to Jamaica appointed the Head of the Delegation as a senior gender champion to lead policy dialogue on gender with senior government interlocutors. This reflects progress compared to 2017, when no gender champions were appointed in the Caribbean.

Three of the six EU Delegations in the Caribbean established some form of mechanism to consult gender expertise on strategic and ad hoc issues, with varying levels of formality. For example, under the Jamaica Justice Sector Reform Programme, the EU Delegation provided a grant to the University of the West Indies to implement activities that increase women's access to justice. With the support of an external consultant, the EU Delegation to Cuba carried out a country gender analysis. A series of activities were organised with EU Member States, including the presentation of the gender analysis report and setting EU priorities in Cuba. The EU Delegation to Barbados consulted expertise through the regional gender donor coordination group, both on strategic and ad hoc issues. The group met each quarter to exchange best practices in development cooperation, as well as information on regional gender equality initiatives, strategies and events. They also discussed developments vis-à-vis international commitments, such as the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and the 25th anniversary of the Beijing Platform for Action (Beijing +25). The High Commission of the United Kingdom in Barbados also engaged with civil society organisations and academics on gender-related issues.

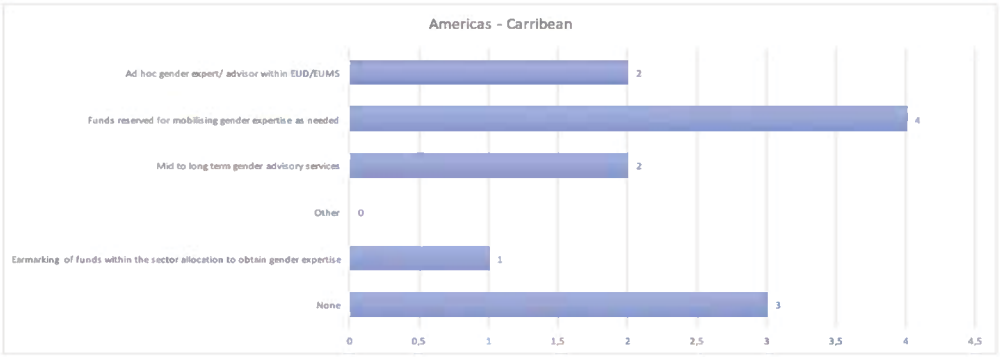
Four EU Delegations in the Caribbean reported good practices in 2018. The EU Delegations to Barbados, Haiti and Jamaica regularly upheld the GAP II's minimum performance standards. They provided justifications when actions were marked 'GM 0' according to the OECD Development Assistance Committee's gender marker, used sex-disaggregated data throughout the programme cycle, selected GAP II objectives and carried out of gender analyses for all priority sectors. Other good practices included regularly involving gender focal persons in the formulation of new programmes. Events were also organised to raise awareness on the International Day for the Elimination of Violence Against Women, International Human Rights Day and the International Day against Homophobia, Transphobia and Biphobia. A good practice reported by the EU Delegation to Cuba was the creation of a working group to develop a country gender action plan.

Seven corrective actions were taken in 2018 by three EU delegations and one EU Member State. These involved supporting an institutional culture shift within delegations, appointing gender focal persons with expertise in specific areas, including GAP II indicators in cooperation agreements and raising the awareness of project and programme partners. The EU Delegation to Jamaica revised guidelines for grant applicants, including the requirement of collecting and using sex-disaggregated data throughout the grant process.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

The figure below highlights the ways in which EU Member States and EU Delegations mobilised resources in the Caribbean.

Annex 2 Figure 26: Caribbean – Measures by EU Delegations and Member States to ensure that gender expertise is available and used, 2018



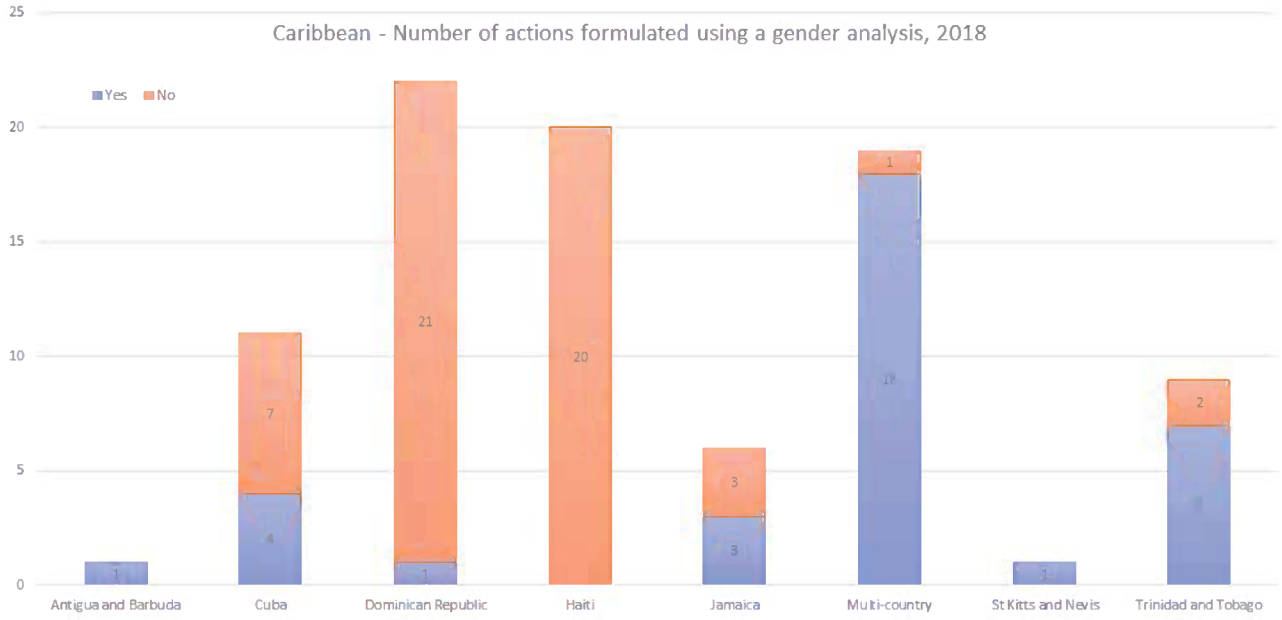
Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

In 2018, 92 actions were reported, down from 115 actions in 2017. Of these, 78 % were implemented by six EU Delegations – to Cuba, Barbados, the Dominican Republic, Haiti, Jamaica, and Trinidad and Tobago. The rest were undertaken by five EU Member States – Germany, Italy, the Netherlands, Spain and the UK – in Cuba, Jamaica, and Trinidad and Tobago.

Only 35 actions (38 %) were informed by a gender analysis during their formulation or design stage, a decline from 54 % in 2017. Positive efforts include the EU Delegation to Jamaica's decision to consult gender expertise in addition to using a gender analysis to inform their initiatives. It also measured gender indicators for disbursement tranches. The EU Delegation to Cuba included gender indicators in its Logframe, derived from gender analysis.

Gender analysis was also used to inform programmes in non-traditional sectors. For instance, Germany used a gender analysis at the formulation stage to inform a programme on reducing greenhouse gases caused by deforestation and land degradation, as well as to inform a programme on forest restoration. The EU Delegation to Barbados conducted a gender analysis on cybercrime and cyber-security, which will be integrated in the design of an initiative on financial compliance, asset recovery and combating cybercrime. The delegation also used evidence on gender to inform recovery programmes in the wake of Hurricanes Irma and Maria.

Annex 2 Figure 27: Caribbean – Number of actions formulated using a gender analysis, 2018



Overall, 39 actions were formulated using findings from consultations, including multi-country programmes. Of these, 16 encompassed consultations with civil society organisations. Five actions consulted women living in targeted communities.

Objective 5. Results for women and girls measured and resources allocated to systematically track progress

Nine EU monitoring missions took place in the Caribbean, providing recommendations to strengthen gender mainstreaming. Mission reports highlighted the challenges of poor quality gender mainstreaming, the limited collection and use of sex-disaggregated data and of gender-sensitive indicators. In three cases, information was not provided on follow-up on monitoring recommendations. In a few instances, reports indicated that internal capacity was not available to implement recommendations offered by results-oriented monitoring experts.

The EU Delegation to Barbados reported a monitoring mission on the EU-Montserrat Budget Support Programme for multi-sectoral development. Its recommendations highlighted a lack of sex-disaggregated data. As a result, the regular collection and inclusion of such data became a pre-condition for granting future disbursements, and the programme now includes sex-disaggregated data.

In reporting on results, only 13 actions (14 %) in Trinidad and Tobago, Cuba and Jamaica used sex-disaggregated data, while 26 other actions (28 %) did so partially.

As in 2017, the collection and use of sex-disaggregated data remained a major challenge for EU Delegations and Member States. Nonetheless, 34 actions in 2018 focused on improving the quality and availability of sex-disaggregated data and gender-specific statistics. The EU Delegation to Haiti implemented most of these actions, followed by delegations to Trinidad and Tobago, Jamaica, Cuba, Barbados and the Dominican Republic.

Objective 6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality

Three EU Delegations in the Caribbean – to Barbados, Jamaica, and Trinidad and Tobago – reported collaborating with international actors working locally. While gender coordination mechanisms were active in the region, they were not EU-led.

Six of actions directly supported the national gender equality mechanisms in Cuba, Jamaica, and Trinidad and Tobago, while another six worked with these mechanisms without directly supporting them.

In 2018, 20 % of actions raised awareness of gender equality issues among local and national media stakeholders across all countries in the region, down from 30 % in 2017. The UK in Trinidad and Tobago (6 actions), and the EU Delegation to Jamaica (4), were the most active in this regard. The EU Delegation to Cuba, Barbados and the Dominican Republic did not report such awareness raising actions.

Two research-oriented actions were reported by EU Member States – one by Spain in Trinidad and Tobago, and another by the UK in Cuba. Another 10 actions included gender-related research components.

United States and Canada

Overview of progress in 2018

The EU Delegations to Canada and to the Unites States of America reported on the implementation of the GAP II's 'Institutional Culture Shift' priority, as did three EU Member States – Belgium in Canada, Sweden in the USA and Spain in both countries.

Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

Eight policy dialogues were reported in the two North American countries in 2018. In the United States, both the EU Delegation and the Sweden engaged in policy and political dialogues which discussed gender issues. Sweden credited its feminist foreign policy with bringing gender equality to the fore as a key topic in several dialogues. In Canada both kinds of EU actors engaged in dialogues, including two high-level meetings. First, a high-level dialogue between the President of Spain and Canadian authorities addressed gender equality issues. Second, an outreach meeting was co-chaired by the Minister of Foreign Affairs of Canada, Chrystia Freeland, and the High Representative of the Union for Foreign Affairs and Security Policy and Vice-President of the Commission, Federica Mogherini. This took place on the margins of the G7 foreign ministers meeting, which co-hosted the first women-only foreign ministers meeting.

The gender dimensions of several sectors were addressed during dialogues, most notably human rights, education, democracy, trade, security and conflict prevention, and sexual and reproductive health and rights. However, gender issues were not raised in relation to water management or water, sanitation and hygiene, agriculture, fisheries, food and nutrition, transport, infrastructure and communications, or energy efficiency and sustainable energy.

In collaboration with UN Women and the International Labour Organization (ILO), the EU and Canada promote responsible business conduct.

Within sectoral dialogues, the issues most often discussed were violence against women and girls and gender-based violence, followed by women, peace and security. Gender-responsive budgeting was discussed to a lesser extent.

No burden-sharing mechanisms were reported and no gender donor coordination mechanism was EU-led in Canada or the USA.

Objective 2. Dedicated leadership on gender equality and girl's and women's empowerment established in EU institutions and Member States

No gender champions were appointed by EU actors in North America. However, in both countries, there was an independent, informal group or forum for discussing gender equality and women's empowerment issues. In the USA, Spain reported an informal development cooperation group that discusses gender issues when relevant. The EU Delegation to Canada consulted civil society and non-governmental organisations on gender.

The institutional annual report of the Embassy of Spain in the USA may be highlighted as a good practice, as it included information on US gender policies. The Embassy also appointed a member of staff to cover women, peace and security issues.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

In 2018, two actions were taken to mobilise resources to deliver on gender equality and women's empowerment commitments in North America. In the USA, the EU Delegation and two EU Member States – Spain and Sweden – contracted ad hoc gender expert/ advisor within EUD/EUMS. Sweden also engaged mid- to long-term gender advisory services

Objective 5. Results for women and girls measured and resources allocated to systematically track progress

Information was not provided on monitoring missions in North America in 2018. In the USA, Sweden reported that its budgets and general action plans include gender markers to support mainstreaming.

Gulf States

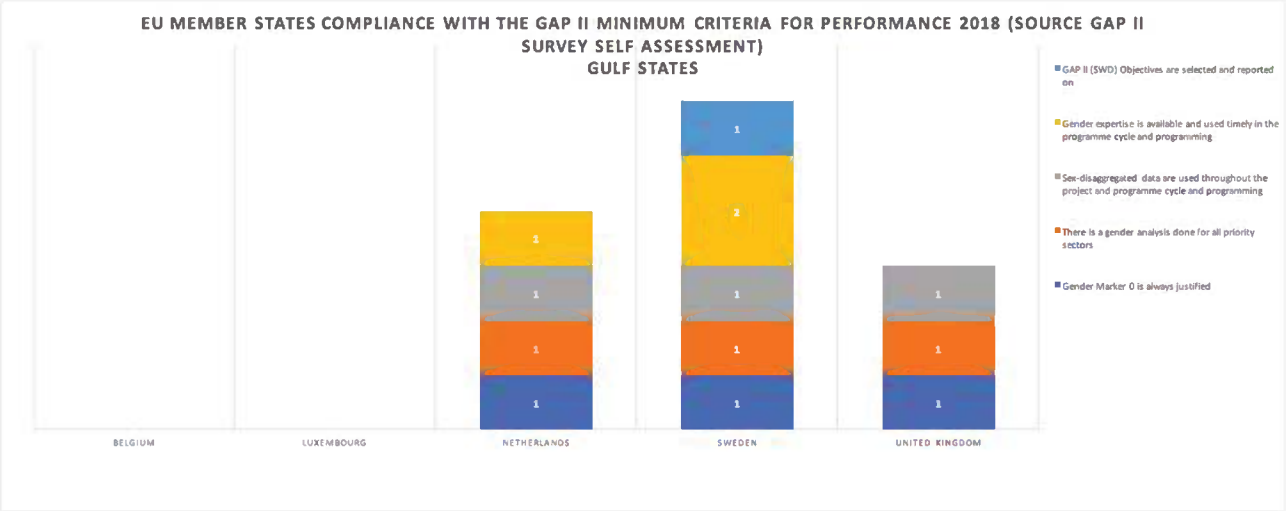
Overview of progress in 2018

In 2018, the EU Delegations to the United Arabs Emirates and for Yemen and Iraq (based in Amman, Jordan, since September 2017) reported on the implementation of the Gender Action Plan II's 'Institutional Culture Shift' horizontal priority. Reports were also submitted by five EU Member States active in the Gulf States – Belgium, Luxembourg, the Netherlands, Sweden and the United Kingdom. Despite the region's complicated political and security situation, EU actors made consistent progress on horizontal priority A.

Annex 2 Figure 28: Gulf States – EU Delegations' compliance with the GAP II's minimum performance standards, 2018 (source: EAMR)

Values	The Gulf
Gender Marker 0 is always justified	1
There is a gender analysis done for all priority sectors	1
Sex-disaggregated data are used throughout the project and programme cycle and programming	1
Gender expertise is available and used timely in the programme cycle and programming	1
GAP II (SWD) objectives are selected and reported on	1

Annex 2 Figure 29 Gulf States – EU Member States' compliance with the GAP II's minimum performance standards, 2018 (source: GAP II self-assessment survey)



Objective 1. Increased coherence and coordination amongst EU institutions and with the Member States

EU actors raised gender issues in 34 policy and political dialogues. EU Member States found it difficult to quantify the number of dialogues precisely, noting that gender was discussed on numerous occasions by their Ambassadors and other staff members. Due to instability and access constraints in Yemen, policy dialogue was centred on Sana'a, steering committee meetings in Amman, international fora and local level engagement with civil society organisations, women' s rights organisations and the UN. Awareness raising activities in Brussels sought to make women's plight in conflict-ridden Yemen more visible. Most dialogues that addressed gender (20 dialogues) were reported by the Swedish Ministry of Foreign Affairs on Yemen.

Among thematic sectors, gender was most frequently discussed in relation to human rights, governance, and social protection (10 % of the dialogues each), followed by sexual and reproductive health and rights, security and prevention (9 %), decent work , health (7 %), democracy and migration (6 %). Gender issues in education and agriculture were less frequently

raised (4 %), despite the fact that most on-going actions in the region address these issues. Similarly, the rule of law and trafficking were not regularly discussed (3 %), nor were gender-responsive budgeting, poverty and public finance management (1 %).

Specific issues raised in these thematic sectors were women, peace and security, and violence against women and girls. They were most notably during high-level gatherings, steering committees' meetings and in statements. For example, the EU Delegation issued two statements concerning gender – one condemning violence against women candidates ahead of parliamentary elections, and another condemning the murders of high-profile women and urging an investigation.

Annex 2 Box 17: Swedish policy and political dialogues with Yemen

In 2018, the Swedish Special Envoy for Yemen undertook several policy and political dialogues with high-level Yemeni officials, counterparts in neighbouring countries and other stakeholders. This resulted in the deliberations in Stockholm in December 2018. Meetings were also held with the Minister of Foreign Affairs of Sweden, the UN Secretary-General and the UN Special Envoy for Yemen.

Annex 2 Box 18: Demarche with the Government of the United Arab Emirates

The EU Delegation and the Government of the United Arab Emirates carried out a demarche at the 62nd meeting of the Commission on the Status of Women in March 2018. Women's empowerment was addressed during the programmatic participation negotiations for the Dubai Expo 2020. Gender-related issues were also raised during the 8th EU-UAE Informal Human Rights Working Group, as well as in the 2018 EU Annual Report on Human Rights and Democracy in the World, in the reports of Heads of Missions, and in all three of their meetings in 2018.

In 2018, the EU Delegation for Yemen and Iraq began to re-establish relations with EU Member States vis-à-vis these partner countries. Member State representatives were located in different locations, from their own capital cities to Amman, Jordan, Riyadh, Saudi Arabia, and Cairo, Egypt. The first development and cooperation meeting that focused on gender was held in November 2018. It highlighted the need for burden-sharing measures to support gender equality, in line with a recent gender analysis.

Although no formal joint programming was possible due to the situation on the ground, the EU Delegation and EU Member States cooperated with one another, and with other international donors, to support to women, peace and security programmes in conflict and post-conflict contexts. Similarly, while there were no formal gender coordination mechanisms in any country in the region, principal donors met on several occasions to share information, for example, on Yemen and Iraq.

Annex 2 Box 19: Supporting women's organisations in Yemen

The Netherlands supported UN Women's efforts to strengthen the Yemeni organisation, Women's Pact, an initiative co-financed by the UK. Other activities, such as the Geneva Call by Switzerland, and the United Nations Population Fund's (UNFPA) 'women's empowerment, and prevention & protection from GBV' initiative, were financed by Switzerland and Sweden, respectively.

Objective 2. Dedicated leadership on gender equality and girls' and women's empowerment established in EU institutions and Member States

The EU took the lead on promoting gender equality in high-level politics for both Iraq and Yemen. In 2018, the Head of the EU Delegation was acknowledged as a gender champion, actively

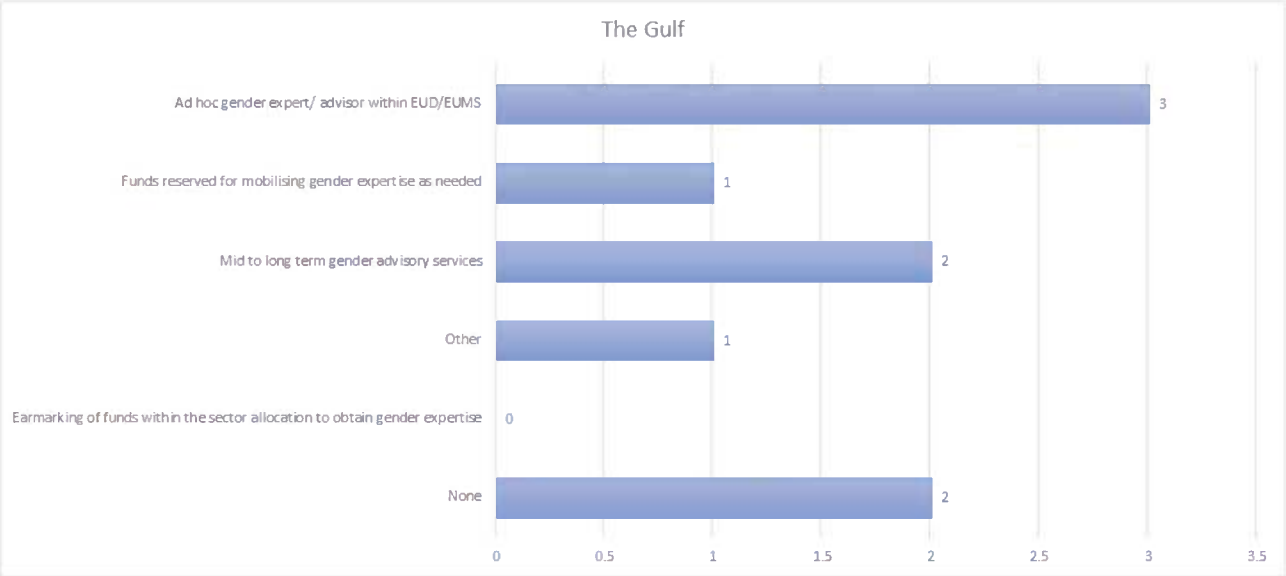
contributing to raising awareness on gender issues, participating in high-level events and making several official statements.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

Within the EU Delegation for Iraq and Yemen based in Amman, one gender focal person was appointed in 2018, and training on gender mainstreaming was delivered for all staff members. The United Kingdom funded the post of a Gender-based Violence Sub-cluster Coordinator, set up 'gender minimum standards' and supported a gender and disability audit for Yemen. The EU Delegation used senior external gender expertise to prepare a gender analysis on Iraq and Yemen, in order to guide political dialogue, cooperation strategies, gender mainstreaming and identify entry points for making a sustainable difference.

EU Member States reported accessing expertise from their headquarters, such as the gender task force department in the Netherlands, and gender coordinating umbrella platforms. These platforms included 'Women = Men' in the Netherlands and Tawafuq, the Yemeni women's platform supported by UN Women. The UK also reported regular conversations with all partners, encouraging them to strengthen their programmes' focus on gender equality, including through the collection of sex-disaggregated data and by addressing barriers to inclusion.

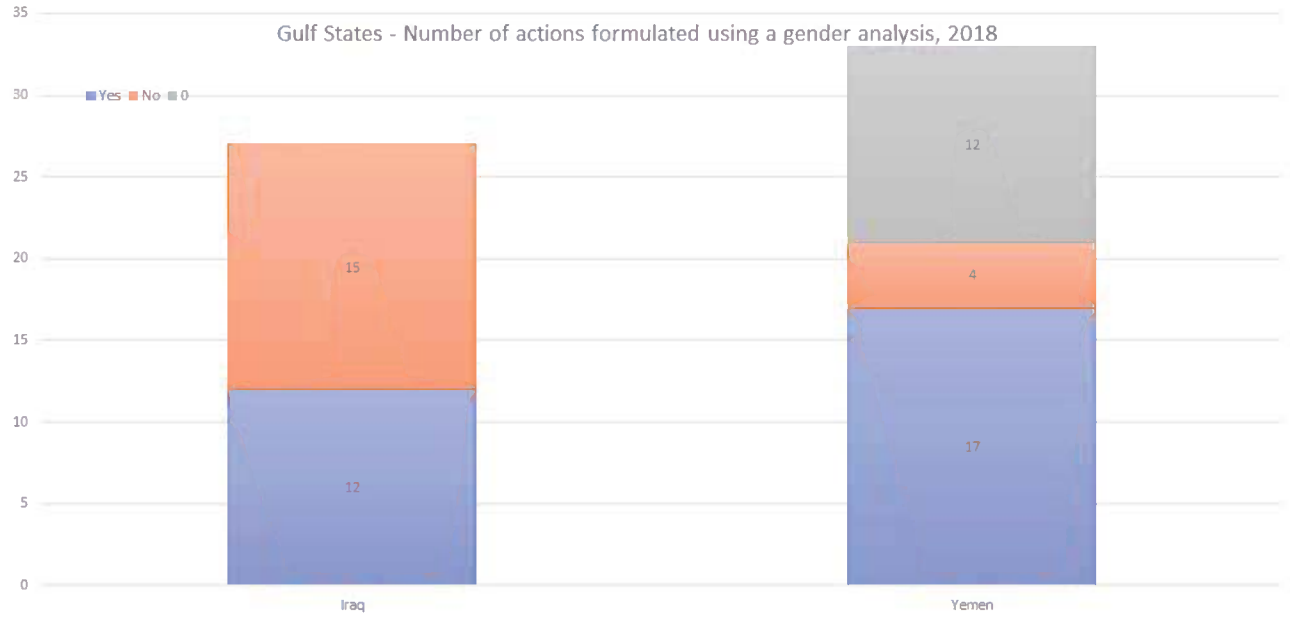
Annex 2 Figure 30: Gulf States – Measures by EU Delegations and Member States to ensure that gender expertise is available and used, 2018



Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

The gender analysis mentioned above was used for the formulation of 29 actions. This ensured that the actions' situation analyses were gender-sensitive, and that gender indicators are included in logical frameworks. Consultations with stakeholders informed 37 actions, including with UN agencies, government ministries, civil society and other federal and regional counterparts.

Annex 2 Figure 31: Gulf States – Number of actions formulated using a gender analysis, 2018



Objective 5. Results for women and girls measured and resources allocated to systematically track progress

The consistent use of sex-disaggregated data remained a challenge in 2018, not least because of the critical situations in Yemen and Iraq countries, and the scarcity of national gender statistics. Nonetheless, 38 % of reported actions include sex-disaggregated data and gender-specific indicators.

Nine monitoring missions were conducted in 2018. These consisted of programming visits from the European Commission and embassies' headquarters. They could not be conducted in the field due to the security situation. Instead, information was received from civil society and local stakeholders in the field. Some EU Member States also had specific and, in some cases, independent monitoring programmes – such as the UK's monitoring programme. Sweden reported two political missions on peace negotiations leading up to the Stockholm Agreement, as well as one humanitarian follow-up mission. Recommendations focused on the need to better mainstream gender in action documents, to improve quarterly reports, and to focus on women's participation in peace negotiations and in humanitarian response.

Objective 6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality

In 2018, either the EU delegation for Yemen and Iraq, or EU Member States coordinated with UN agencies and local stakeholders on gender equality. Critical coordination took place on women, peace and security. However, there was no specific mechanism in place.

Neighbourhood Policy and Enlargement Negotiations, and Russia

Overview of progress in 2018

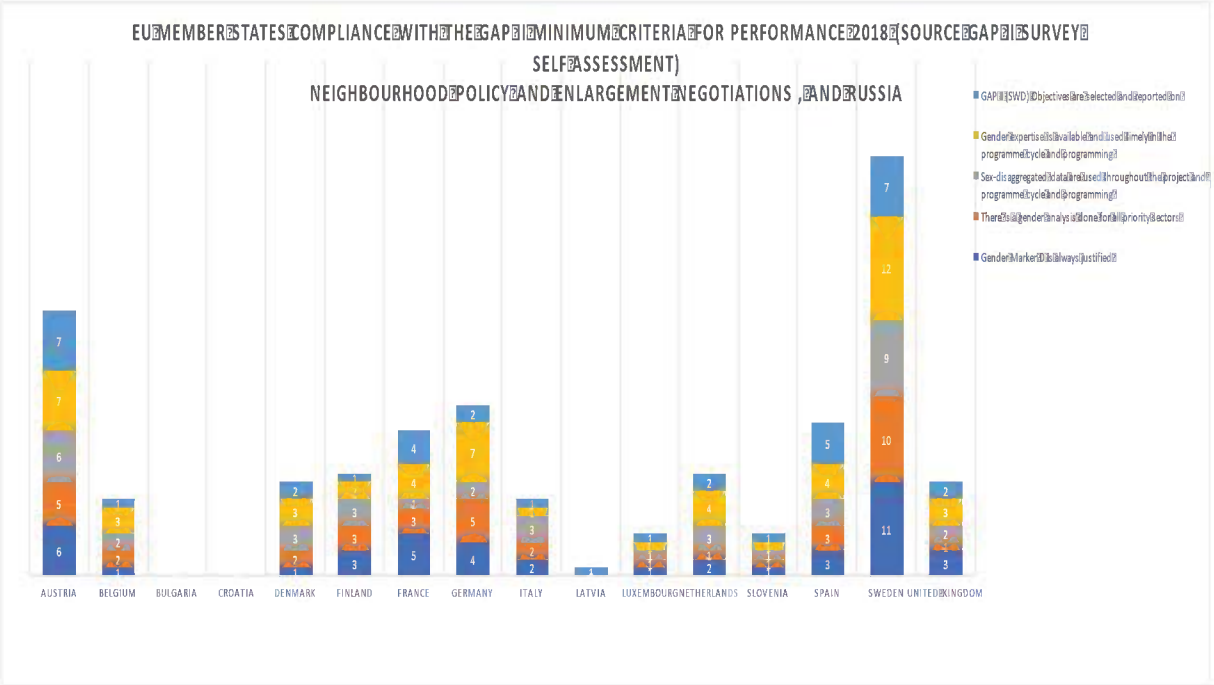
In 2018, all 24 EU Delegations under the mandate of the Commission services responsible for Neighbourhood Policy and Enlargement Negotiations region reported on their implementation of the GAP II's 'Institutional Culture Shift' priority. However, not all of the questions in the reporting template were answered by all reporting entities, with some answers marked 'Not applicable'. This was largely due to different interpretation of key indicators and concepts.

EU Member States also reported on the implementation of the GAP II's horizontal priority in the region. Reports were received from Austria, Belgium, Bulgaria, Croatia, Denmark, Finland, France, Germany, Italy, Latvia, Luxembourg, the Netherlands, Slovenia, Spain, Sweden and the United Kingdom.

Annex 2 Figure 32: Neighbourhood Policy and Enlargement Negotiations, and Russia – Performance on the GAP II's five minimum performance standards, 2018 (source: EAMR)

Values	
Gender Marker 0 is always justified	9
There is a gender analysis done for all priority sectors	20
Sex-disaggregated data are used throughout the project and programme cycle and programming	16
Gender expertise is available and used timely in the programme cycle and programming	20
GAP II (SWD) objectives are selected and reported on	19

Annex 2 Figure 33: Neighbourhood Policy and Enlargement Negotiations, and Russia - EU Member States' compliance with the GAP II's minimum performance standards, 2018 (source: GAP II self-assessment survey)



Since 2015, the Commission services responsible for neighbourhood policy and enlargement negotiations has completed a country gender analysis for each country under its mandate, with the exception of Jordan and Ukraine. Gender analyses for these countries is due to be finalised in 2019. Some EU Delegations are exploring the possibility of updating and expanding existing country gender analyses to include a wider range of sectors, such as transport, water and waste management, energy and tourism.

Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

Donor coordination mechanisms were established in 19 partner countries in the Neighbourhood Policy and Enlargement Negotiations region, enabling EU actors to share information, map interventions and avoid duplication. Gender coordination groups also proved useful for gathering advice for policy and political dialogues with partner countries. For instance, the gender technical working group in Palestine prepared joint key messages for the EU-Partnership Agreement sub-committee in 2018. In Moldova, a functional coordination platform on anti-trafficking and gender equality enabled donors and local civil society organisations to work effectively together, as well as with line ministries. This platform was chaired by the Organization for Security and Co-operation in Europe and the National Council on Anti-Trafficking.

Overall, EU Delegations chaired gender coordination mechanisms in seven countries in the region, as did EU Member States in four countries. In almost all cases, either the EU Delegation or EU Member States were co-chairs of such mechanisms. To ensure synergies within existing programmes dedicated to gender mainstreaming, several coordination mechanisms were also led by state institutions, local partners and international partners.

In 2018, EU Delegations and EU Member States consolidated burden-sharing measures in the region. In Egypt, for instance, EU joint programming centred on the spheres of governance, stability and supporting a modern democratic state. Joint support was geared towards the promotion and protection of human rights, gender equality and the empowerment of women and youth. In Albania, through a mapping exercise conducted in 2017, burdens were shared among the EU Delegation and EU Member States in the areas of violence against women and girls, property rights, gender-responsive budgeting, women's participation in political life and decision-making, and the women, peace and security agenda.

In Moldova, gender equality was integrated into joint analysis and joint programming with EU Member States, and with Switzerland, for the 2018-2020 period. In Jordan, a platform was created to share information and collect evidence for monitoring and reporting on gender equality. In Palestine, for the third consecutive year, joint campaigns were rolled-out on the occasions of international days related to human rights, led by the EU Gender Technical Working Group, chaired by Italy. These campaigns involved 23 EU and UN actors, who spearheaded the implementation of 20 joint activities, reaching more than 2,000 people in Palestine and 510,000 people through social media. In Tunisia, the EU Delegation supported campaigns to promote women's participation in public affairs, particularly during municipal elections.

In terms of political and policy dialogues, EU Delegations in the region promoted a range of issues related to gender equality through 522 dialogues, as did EU Member States through 281 dialogues. These dialogues most often concerned human rights (99 dialogues), followed by democracy (83), education (74), governance, accountability and transparency (72), the rule of law (70), and decent work and employment (69). Several dialogues proved important occasions for improving knowledge and stimulating reflection on the changes that greater gender equality brings about in

different contexts. Reports from EU actors were rich in detail regarding the achievements of policy and political dialogues throughout the year.

Objective 2. Dedicated leadership on gender equality and girls' and women's empowerment established in EU institutions and Member States

In 2018, there were 62 senior gender champions in the Neighbourhood Policy and Enlargement Negotiations region, compared to 31 champions in 2017. Reports from EU actors reflected improved understandings of the role of senior gender champions. However, interpretations regarding the mandate and responsibilities of such champions differed considerably between actors in different countries. In several countries, gender champions were nominated at the level of Ambassador, Heads of Delegation or Heads of Cooperation. Most gender champions were not officially appointed as such; instead, they were regarded as champions in light of their active role in promoting gender equality. In Algeria, the Ambassador of Sweden volunteered to be a gender champion for the EU. In Armenia, the Ambassadors of the United Kingdom, Denmark, France and Germany were gender champions, regularly raising issues of gender equality and women's rights at public events, meetings and on social media. In both Morocco and Palestine, Heads of Cooperation took up the mantle of gender champions.

EU actors also implemented several **corrective actions** to strengthen gender mainstreaming in the region. In 2018, 201 corrective actions were reported, a significant increase from 33 in 2017 and nine in 2016. Some corrective actions were trainings, the engagement of expert support, and the use of gender analysis in programme formulation. For example, in Palestine, the joint programming results-oriented framework for 2017-2020 was extensively sex-disaggregated. The EU Delegation in Belarus reported a corrective action that included commitments to enhancing the number of women in EU conferences and panel meetings. Gender equality was also selected as a theme for the embassy's communication plan.

Reports highlighted several instances of **promising practice** – totalling 112 such practices in 2018, compared to 59 in 2017. Some of the good practices mentioned cannot nevertheless be considered good practices since they are mandatory requirements of the GAP II. This are for instance the nomination of gender focal points, the inclusion of sex-disaggregated data or the use of gender analysis.

Annex 2 Box 20: Examples of corrective actions and promising practices in Armenia and Kosovo

The EU Delegation to Armenia undertook a number of corrective actions in 2018. These included making electoral funding conditional on an increased gender quota. The Delegation also decided to examine EU support for gender equality in the planned country evaluation of Armenia, and stressed that women's rights organisations should be included in the evaluation committees for the selection of financial support to third parties (sub-granting).

In Kosovo, a dedicated gender advisor was appointed for the EU Special Representative, as was a gender focal person at the EU Office. A joint action group on gender mainstreaming was established between both actors, with a view to improving gender mainstreaming within programming and the implementation of EU financial assistance. This group will also provide guidance and advice on specific matters related to the GAP II, in addition to strengthening gender analysis in all priority sectors. Participation in this action group was formally recognised by the management of the two EU entities.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

In 2018, in-house **gender expertise** remained available for all EU Delegations under the mandate of the Commission Services responsible for the Neighbourhood Policy and Enlargement Negotiations region. Among the measures in place to mobilise high quality gender expertise, the most frequently used was the engagement of an ad hoc gender expert or advisor (23 % of EU Delegations), reserving funds for mobilising gender expertise (19 %), mid- to long-term gender advisory services (19 %), and earmarking funds within sector allocations (8 %). For example, gender focal persons in several EU Delegations, found time to provide technical support to other staff members working on different sectors – despite the fact that these focal persons worked part-time on gender equality. In Palestine, a two-day seminar on gender equality was held for all of the EU Delegation's staff. A dedicated seminar on gender-responsive leadership for managers was also organised.

Throughout the year, EU Delegations and EU Member States used a combination of different forms of gender expertise in the region. Some EU Member States had dedicated gender experts in their embassies, or among cooperation offices in partner countries. This was true for Belgium and Germany in Lebanon, the United Kingdom and the Netherlands in Libya, Austria in Albania, and Sweden in Albania, Georgia and Moldova. Almost all EU Member States reported liaising with headquarters or local partners for specific gender expertise, when needed. Both EU Delegations and EU Member States occasionally engaged external gender expertise on an ad hoc basis.

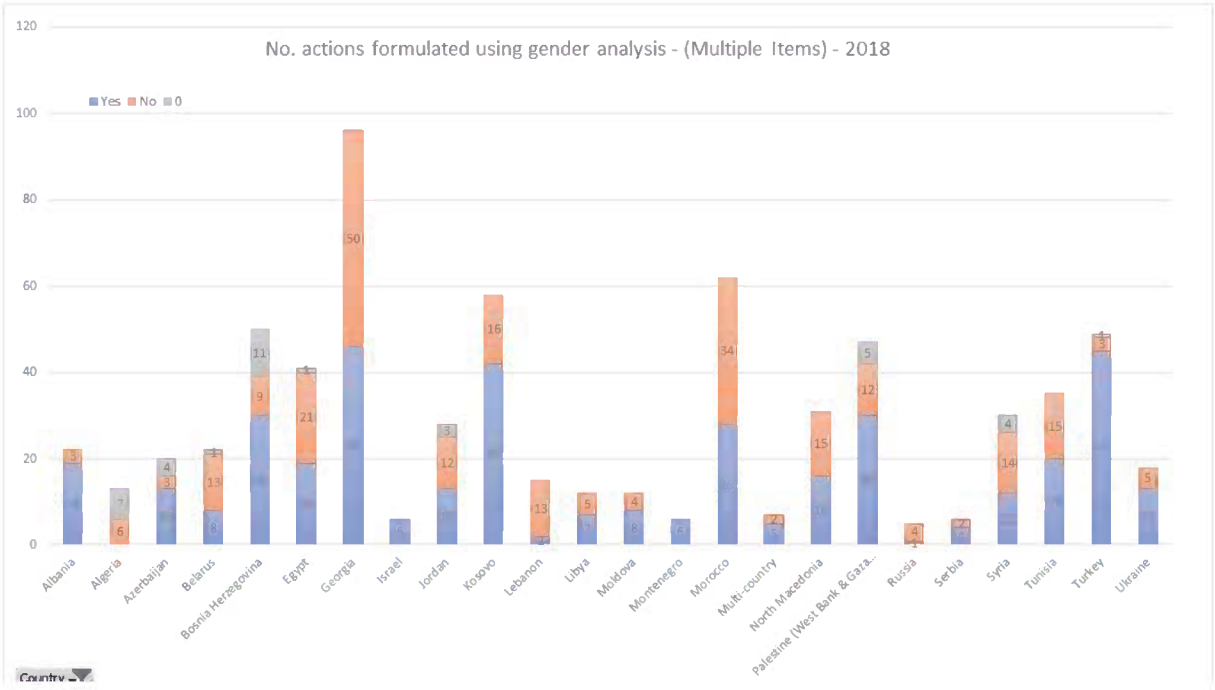
Annex 2 Figure 34: Neighbourhood Policy and Enlargement Negotiations – Measures by EU Delegations and Member States to ensure that gender expertise is available and used, 2018

Measure	Number
Ad hoc gender expert/advisor within EU Delegations and EU Member States	37
Mid- to long-term gender advisory services	30
Funds reserved for mobilising gender expertise as needed	30
Earmarking of funds within the sector allocation to obtain gender expertise	13
Other	22
None	23

Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

In 2018, 57 % of reported actions in the Neighbourhood Policy and Enlargement Negotiations region, and Russia, were informed by gender analysis (393 of 691 actions).

Annex 2 Figure 35: Neighbourhood Policy and Enlargement Negotiations – Number of actions formulated using gender analysis, 2018



Objective 5. Results for women and girls measured and resources allocated to systematically track progress

In 2018, EU Delegations reported 198 monitoring missions in the Neighbourhood Policy and Enlargement Negotiations, compared to 166 in 2017. The recommendations provided by these missions included mainstreaming gender within actions under review, as well as the need to access and use sex-disaggregated data. Other recommendations called for the inclusion of an the use of gender-sensitive indicators in interventions, and the need for training on gender mainstreaming. The missions consisted of spot-checks, visits by experts from headquarters, as well as mid-term and end-of-programme monitoring and evaluation. Reports indicate that recommendations were well-received, especially those related to the use of gender analysis, sex-disaggregated data and gender indicators.

Annex 2 Box 21: 'Green Economy' programme in Belarus

The EU-supported 'Green Economy' programme in Belarus championed economic growth in the country based on 'green' principles, alongside the development of local environmental initiatives.[5] The programme's final evaluation identified several positive, gender-specific results, despite the major drawback of sex-disaggregated indicators not being used in the initiative. Nevertheless, positive results included greater gender balance in public sector agencies, capacity building activities, and a significant impact on gender-specific poverty reduction and women's participation in local development activities.

Annex 2 Box 22: Gender mainstreaming in third party monitoring (TPM) in Syria

In Syria, gender mainstreaming was regularly applied in Third Party Monitoring (TPM) and on-the-spot verifications. Given the remote character of actions in Syria, coupled with a plethora of risks related to aid diversion, third party monitoring is essential for partners and locations – both ex-ante, during interventions and ex-post. The preliminary findings of the EU's gender audit found that research bodies are largely gender

[5] For more information, see: https://euprojects.by/projects/Green-Economy-Environment-and-Sustainable-development/Supporting%20the%20Transition%20to%20a%20Green%20Economy%20in%20the%20Republic%20of%20Belarus/

blind, prompting the EU Delegation to commit to following-up on this finding.

Annex 2 Box 23: Livelihood enhancement in Serbia

In Serbia, a results-oriented monitoring mission identified the importance of ensuring Roma women's co-ownership of their homes as a prerequisite for reducing poverty and protecting women's rights. As a result of the mission, EU actors were able to act upon its recommendations.

Objective 6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality

In 2018, 19 countries under the mandate of the Commission services responsible for the Neighbourhood Policy and Enlargement Negotiations region had a gender equality **donor coordination mechanism** in place that included international actors working locally. These actors ran the gamut from UN agencies to the World Bank, the African Development Bank, the Asian Development Bank, the Organization for Security and Co-operation in Europe and Save the Children. Other key actors included embassies and international cooperation agencies, such as the embassies of Canada, Switzerland, Norway and the United States of America, alongside the Canadian International Development Agency (CIDA), the United States Agency for International Development (USAID) and the Swiss Agency for Development and Cooperation (SDC).

These mechanisms enhanced coordination and synergies, while avoid duplications in programming between the EU and other donors.

Moreover, 6 % of reported actions in the region were identified as specific **research actions** on issues related to gender equality. A further 13 % included a research component. Most specific research actions were implemented by EU Delegations in the region (32 of 39), as were most actions that contained a research component (53 of 93).

Overall, 36 % of actions implemented in the region contributed to improving quality and availability of sex-disaggregated data, of which 20 % were implemented by EU Delegations and 16 % by EU Member States. By contrast, 54 % were identified as 'not contributing' to enhancing such data.

In 17 countries in the region, EU actors supported **national gender equality mechanisms**. Such support was identified as part of 8 % of the actions reported by EU Delegations and 22 % of actions reported by EU Member States.

Commission services responsible for international cooperation and development

Overview of progress in 2018

Reports were submitted from across the range of units engaged in development cooperation, including those with thematic, geographic and coordination remits.

Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

EU positions on gender equality and women's and girls' rights and empowerment were presented at a number of high-profile international events. The G7 meetings in Canada provided important opportunities to highlight gender equality issue. So too did the Spotlight initiative and also 62nd session of the Commission on the Status of Women (CSW), including a side-event with EU Member States on women's land tenure security.

High-level speeches were made on several key occasions. European Commissioner for International Cooperation and Development, Neven Mimica, spoke at the launch of the Latin America component of EU-UN Spotlight initiative, during the 73rd UN General Assembly High-Level Week in September 2018. Other events included the UNDP High-Level Policy Dialogue in February, the Gender Summit in Kigali in March, and the High-Level Policy Forum on the SDGs. The European Development Days and the Global Funds Replenishment Conference similarly boosted the visibility of gender equality issues. EU representatives participated in discussions on a gender action plan in the framework of the 13th Conference of the Parties to the United Nations Convention to Combat Desertification (UNCCD COP13), as well a side event in the framework of the UN High-Level Political Forum on Sustainable Development. This event centred on 'A rights-based approach to menstrual hygiene management: Integrating water, sanitation, health, and gender equality to achieve the SDGs'. Important steps were jointly taken by the Commission services for international cooperation and development and the European External Action Service (EEAS) to highlight the gender dimensions of water and sanitation issues, including during the Council conclusions in November 2018 (see the box below) and the preparation of the EU Human Rights Guidelines on Safe Drinking Water and Sanitation.

Annex 2 Box 24: Council conclusions on water diplomacy, November 2018

"Women, girls and youth play a crucial role in achieving human development, inclusive and sustainable growth. Women are particularly affected by lack of access to water and sanitation, experiencing wide-ranging effects, including long and sometimes unsafe journeys to fetch water or use sanitation and hygiene facilities. The Council reaffirms the importance of integrating a gender perspective into water diplomacy."

Other high-level interventions were made at the Policy Forum on Development and the Partnership Forum. Three events were organised to specifically target women's economic empowerment. These included a working breakfast, 'Powering Economies by Investing in Women', in September 2018. Organised by Women World Banking, the event was attended by Director-General for International Cooperation and Development, Stefano Manservisi. Similarly, the official launch of the Digital 2 Equal initiative in San Francisco was attended by Deputy Director-General for International Cooperation and Development, Marjeta Jager, in November.

The EU's commitment to mainstreaming of gender equality and women's empowerment across all programmes was incorporated into the general principles of the proposal for the new Neighbourhood, Development and International Cooperation Instrument for negotiations on the forthcoming Multiannual Financial Framework 2021-2017.

Numerous briefings were prepared for senior leaders based on inputs from relevant units. These covered, *inter alia,* the Spotlight initiative, the 2030 Agenda for Sustainable Development, the women, peace and security agenda, land tenure security, women's economic empowerment and enhanced coherence and coordination.

Objective 2. Dedicated leadership on gender equality and girls' and women's empowerment established in EU institutions and Member States

Senior gender champions, present in six units, led on actions ranging from advocacy to leadership on gender equality, designing and implementing women's economic empowerment actions, coordinating support and opportunities with other units, and stepping up engagement on gender-related issues. In addition, the entire Unit B1, 'Gender Equality, Human Rights and Democratic Governance', are gender champions within the Commission services for international cooperation and development.

Among the range of good practices reported was the gender equality initiative of the 'Latin American Regional Facility for Development in Transition'. This consists of four country reports on 'non-remunerated work', new trends on the labour market, and their impact on gender equality. The EU, Organisation for Economic Co-operation and Development (OECD) and the Economic Commission for Latin America and the Caribbean (ECLAC) Steering Committee approved a common position paper on 'Gender Equality under the perspective of Development in Transition' in October. Following a rapid gender institutional assessment, EUROCLIMA+ reported on gender equality matters for the first time in 2018 and a gender focal person was appointed to support gender mainstreaming.

Several awareness raising and knowledge sharing events were held. These included a lunch-time conference on film-making as a tool to prevent violence against women and a special session on gender at a budget support seminar in the East and South-East Asia and the Pacific region. A newsletter on EU Delegations' good practices in integrating gender equality in rural development, food security and nutrition actions was prepared to incentivise other EU Delegations to follow suit. The guide, 'Because Women Matter', was revised to assist staff to design interventions in food, nutrition and agriculture that enable women to change their lives. The guide highlights the GAP II's minimum standards and explains how these can be achieved.

Pertinent issues in other regions were the focus of several other events. For instance, a screening of the documentary, 'We The Women of Afghanistan – a Silent Revolution', took place in Brussels in November, including a key note speech by European External Action Service Secretary-General Helga Schmid. An event on 'Dignified Work in Bangladesh', organised jointly with Care International at the European Parliament, focused on gender equality in relation to labour rights and harassment in the garment sector.

Senior management affirmed their commitment to gender equality and women's empowerment through a decision to set up the Spotlight initiative with UN Women. This will increase significantly funding for the prevention of sexual and gender-based violence across all regions. Managers also participated in the Spotlight steering committee and governing body.

Over 117 gender focal persons attended the annual gender focal persons' meeting in October, including those from Common Security and Defence Policy (CSDP) missions for the first time. This proved a valuable information sharing and learning forum. The EU resource pack (now available on the DEVCO Academy website) was revised. A newcomers' kit for gender focal persons, and a guide for senior gender champions, were prepared and disseminated. The appointment and continued support of gender focal persons continues to be a positive demonstration of institutional commitment to gender equality.

To enhance mainstreaming, one significant development in 2018 was the revision of the Quality Review Group's (QRG) methodology, the design of new templates for action documents, and a new

instruction note. The templates are now much stronger and, over time, should improve efforts to mainstream gender and a rights-based approach (RBA) in new actions. The new methodology will also improve the correct use of the OECD gender marker in development cooperation, leading to higher quality data submitted to the OECD's Development Assistance Committee. Support for some 200 action documents was provided by internal staff of the Quality Review Group and technical assistance (TA) teams. In tandem, inputs were provided to ensure that gender equality and RBA mainstreaming are facilitated through the new IT platform for project management (OPSYS). This work is on-going.

Other important changes included the establishment of a new technical assistance desk on the rights-based approach. The desk will gradually provide most of the quality support for action design, alongside RBA training and support for EU Delegations. To date, it has supported the EU Delegations to Pakistan, Ethiopia and Myanmar.

A gender study on Central Asia was finalised, followed by country-specific studies the region. Conclusions were presented through country-level workshops. Steps were taken to improve performance on gender equality in education with the creation of a 'gender folder' on communications for development (C4D) for education focal persons. Sessions on sexual exploitation, abuse and harassment (SEAH) were organised to raise awareness among civil society organisations and foundation partners on these pivotal issues, which have often been overlooked.

Discussions and meetings were held on trust funds and blended finance actions with EU Member States and the European Investment Bank. The requirements of the GAP II and a rights-based approach were presented to a European Platform for Blending in External Cooperation (EUBEC) during a coordination meeting. A session was also organised with the European Bank for Reconstruction and Development (EBRD) to highlight the importance of gender mainstreaming in the blending modality[6], with a particular focus on the Middle East, Central Asia and South Asia. A briefing note on gender equality and blended finance was initiated. Sessions on gender equality were held during geographically-based events, for example, a session on gender budgeting during a budget support seminar.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

Approximately 30 % of women and 28 % of men staff members took part in some form of gender equality training. These addressed a range of issues, including budgetary support, agriculture and rural development, energy, conflict sensitivity and analysis, gender-responsive budgeting (GRB), and religion. Training on a rights-based approach was made available to EU Delegations and units at the Commission's headquarters. Overall, 10 RBA training sessions were arranged, including training days in eight countries. Several webinars were organised, particularly for gender focal persons and project managers. Specific sessions on sexual harassment and safeguarding issues were organised by one unit. Another unit prepared a 'gender folder' on communications for development (C4D) to boost awareness of gender equality issues.

Alongside formal training, many awareness raising activities were initiated in 2018. For example, the EU's Women and Sustainable Energy Initiative was publicised through various partners'

[6] Blending is the combination of EU grants with additional non-grant resources such as loans, equity and guarantees from development finance institutions, as well as commercial loans and investments.

newsletters and a dedicated flyer.[7] To prepare for a webinar on gender equality, the Central Asia Education Platform (CAEP II) carried out a study on gender equality in education. The study's preliminary findings were presented during the webinar.[8] A public photo contest was held online to raise awareness of women's active role in the sustainable energy sector. This attracted more than 200 participants from over 50 countries. Great swathes of the public were sensitised through this photo contest, exhibitions and a prize-giving ceremony during the 2018 European Development Days. The top 30 photographs were printed and exhibited around the globe – twice in Italy, as well as in South Africa; Brussels, Belgium; Geneva, Switzerland, at the World Health Organization's (WHO) Global Conference on Air Pollution; and in New York, USA, at the United Nations High-level Political Forum (HLPF).[9]

Overall, gender equality is included as a specific responsibility in very few job descriptions. Nevertheless, many units regard gender equality as a priority and a cross-cutting issue, underscored by strong awareness. For example, in the unit responsible for the implementation of the Consensus and the 2030 Agenda for Sustainable Development, gender equality is a principle priority although it is not explicitly included in job descriptions. Gender is included in some way in the performance assessment systems of certain staff, most of whom are gender focal persons, in almost half of all units.

Many measures are in place to ensure access to technical gender expertise. For instance, three units provide ad hoc advisory support to other units. In certain instances, this encompasses the deployment of staff with gender expertise on conflict sensitivity, economic empowerment and the private sector. Four units have mid- to long-term gender advisory services in place, covering a range of areas, including capacity building and issue-specific support on the women, peace and security (WPS) agenda and value chains. Three units use funds, such as administrative credits or other support measures, to acquire gender expertise for evaluation and visibility initiatives. One unit has a budget available to mobilise gender expertise when required, while another has a study facility. Cross-unit coordination ensures strong positions on gender issues for discussions in the framework of international agreements or events. The facility on civil society is able to provide support on a range of areas, including gender equality, according to the priorities of EU Delegations.

As in previous years, the specialised Unit B1, 'Gender Equality, Human Rights and Democratic Governance', responded to multiple queries in 2018. The GAP II's thematic priority B, 'Physical and Psychological Integrity', was the focus of 20 % of enquiries. Thematic priority C, 'Economic, Social and Cultural Rights', was the subject of 15 % of enquiries, while another 15 % concerned thematic priority D, 'Political and Civil Rights'. The remaining 50 % of enquiries concerned gender equality and women's empowerment (GEWE) more broadly. Between 95 and 100 general support enquiries were related to the GAP II's implementation, for example, on gender analysis and the preparation of terms of reference (TOR).

[7] For more information, see: https://ec.europa.eu/europeaid/sites/devco/files/facsheet-women-sustainable-energy-no-cropmarks_03152018_en.pdf

[8] For more information and access to the webinar's presentations, see: https://www.caep-project.org/caep-organises-webinar-on-gender-equality-in-education/

[9] For more information, see: https://ec.europa.eu/europeaid/news-and-events/european-commission-launches-photo-contest-empowering-women-sustainable-energy_en (Pictures illustrating women's empowerment are available upon request from DEVCO C6, as certain authors requested restricted use).

Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

Of all actions reported to have contributed to the GAP II in 2018, 63 % (78 actions) were formulated using gender analysis, 32 % (39) were not, and 5 % (6) did not specify whether or not gender analysis was used. Notable examples include the use of gender analysis by the project, 'Improving the monitoring and effective implementation of core international conventions in GSP+ countries and Kyrgyzstan', to monitor on-going policy commitments covering issues such as the gender pay gap, gender-based violence and gender discrimination. Gender-sensitive value chain analysis was used for an EU-supported Iranian civil society organisation's project on women's economic empowerment with Afghan refugees. The use of gender analysis was reported in identification missions, in on-going trade diagnostic studies, and the programming of actions under the Trust Fund for Africa. In some cases where gender analysis was not used by EU stakeholders, grant recipients used gender analysis to inform the formulation of their projects. Others used UN data, for example on child marriage and on girls' education, or designed actions in consultation with civil society organisations.

One evaluation in the Horn of Africa region in Eastern Africa included an assessment of the action's impact on women and girls. Approximately 25 % of reporting units have internal processes in place for methodological reviews. The revision of the Quality Review Group's methodology, discussed above, was an important development related to the use of robust gender evidence in 2018. Around 20 % of reported actions used the findings of consultations to inform design, while 55 % did not and 24 % did not specify. Extensive consultations with government entities, civil society organisations, and EU and UN partners are routine for some units.

Objective 5. Results for women and girls measured and resources allocated to systematically track progress

In 2018, there was some progress on the use of sex-disaggregated data in results monitoring. While 23 % reported using sex-disaggregated data, 53 % reported using it 'partially'.

Objective 6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality

Of all reported actions that contributed to the GAP II in 2018, 38 % supported improvements in the quality and availability of sex-disaggregated data. However, 47 % did not and 15 % did not provide any information on the use of such data. Direct support for national gender equality mechanisms was a feature of 8 % of actions, while 15 % reported working with these national mechanisms.

Annex 2 Box 25: Consulting women and youth in Central African Republic

In November 2018, the Director-General for International Cooperation and Development, accompanied by the Head of Unit responsible for Central Africa, visited Bangui, Central African Republic. The visit included a civil society session with women and young people to jointly reflect together on their role in peace-building and what EU cooperation can offer their efforts.

While 2 % of reported actions encompassed research on gender-related issues, 20 % included a research component. Raising awareness of gender among local and national media stakeholders was

an objective of 30 % of actions. Of all actions, 14 % were the subject of a results-oriented monitoring (ROM) mission.

Commission services responsible for neighbourhood policy and enlargement negotiations

Overview of progress in 2018

Reports were submitted by 23 units/entities, out of a total of 28. Compared to previous years, there has been an increase in the number of reports, rising from 20 units/entities, and 17 units/entities in 2016.

In 2018, there were positive results on several objectives and indicators under the Gender Action Plan II's 'Institutional Culture Shift' horizontal priority. These include an increase in the number of EU positions and policy dialogues which featured references to gender equality. There are many more corrective actions taken to improve performance on gender equality compared to previous years. Several units reported a greater number of good practices compared to 2017. Yet, efforts are still needed to ensure that each unit at headquarters has a gender focal person with specific responsibilities. In addition, fewer staff members took part in trainings on gender equality in 2018 than in 2017.

Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

At headquarters, 152 EU positions for key international agendas included a reference to gender equality and the rights of girls and women in 2018. This is a marked increase from 59 in 2017 and only two in 2016. Such positions range from briefings and speeches by senior management officials at high-level meetings, such as Stabilisation and Association Committees and Sub-Committees.

Commissioner for European Neighbourhood Policy and Enlargement Negotiations, raised gender equality on a number of occasions, including during the celebrations of the Strategic Dialogue with the European Parliament. He also met with Executive Director of UN Women, to exchange views on the situation of gender equality, and joint collaboration on related issues, in countries under the mandate of the Commission services for neighbourhood policy and enlargement negotiations. Its Director-General similarly stressed the importance of gender equality during several public interventions, including the high-level panel on "Empowering Women in Sustainable Investment and Business through the European Investment Plan", a key part of the 2018 European Development Days.

The Support Group for Ukraine (NEAR-SGUA) continued to emphasise gender equality at events on Ukraine. Other units also included gender equality more systematically in their policy dialogues, reflecting an increasing number of EU positions that address gender equality and women's rights.

Objective 2. Dedicated leadership on gender equality and girls' and women's empowerment established in EU institutions and Member States

At headquarters, the practice of selecting gender champions has not become customary. In 2018, no gender champions were assigned. However, some Heads of Units and the Director-General are advocating for gender equality in policy dialogues during public and internal events, without being

formally nominated as gender champions. No awards were presented to managers or programme staff for delivering results on gender equality.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

Gender equality was mainstreamed in seminars on good governance, the rule of law and gender-sensitive budgeting. Gender equality was similarly mainstreamed in the work of the Commission services responsible for neighbourhood policy and enlargement negotiations' networks on public administration reform (PAR-net), fundamental rights (FRI-net), and in evaluation and monitoring. Specific training on gender mainstreaming was delivered in Serbia to gender focal persons from the EU Delegation to the Western Balkans and Turkey.

In 2018, eight staff members at headquarters took part in trainings on gender equality, of whom six were gender focal persons. This marks a considerable decrease compared to 2017, when 35 staff members received training, and a small decline from nine staff members in 2016. Trainings in 2018 covered a wide range of issues, from gender mainstreaming to a female talent development programme.

Seven staff members reported that their job description includes gender equality as an area of responsibility, only two of whom work full time on gender equality. While one is a seconded national gender expert for Eastern Partnership countries, the other is a contracted gender expert for the Western Balkans and Turkey and a Gender Coordinator at headquarters. Moving the Gender Coordinator to the A1 Strategy and Policy Unit facilitated coordination tasks and gender mainstreaming, since the unit's is responsible for overall policy coordination within the Commission Services responsible for neighbourhood policy and enlargement negotiations, and across the European Commission. Of the remaining five respondents, one is a temporary agent and four are permanent officials and one is the gender focal person for the Southern Neighbourhood Region with other programming responsibilities.

There is a need to institutionalise the role of gender focal persons nominated in each unit. They should have specific tasks assigned to them in their job descriptions, and gender equality should be considered in the assessment of their performance. For coordination purposes, gender focal persons automatically become members of the gender working group within the Commission services responsible for neighbourhood policy and enlargement negotiations. In 2018, most units reported taking measures to mobilise high-quality gender expertise in order to meet programming, planning and implementation needs.

Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

At headquarters in 2018, two main internal methodological review processes continued to be carried out to mainstream gender equality. The first process was participation in quality review meetings concerning programme design, so as to support gender mainstreaming and pay specific attention to the gender analysis that will inform programming.

In this context, several units highlighted rising awareness of the importance of gender mainstreaming in programming. They also reported incorporating more comprehensive and results-oriented gender equality language in key documents, following suggestions by gender advisors. These included action documents related to the Instrument for Pre-accession Assistance (IPA) and

European Neighbourhood Instrument (ENI), and other documents such as the review of the indicative strategy papers for Turkey and Kosovo. For example, during the formulation phase of the project on the International Residual Mechanism for Criminal Tribunals, greater emphasis was placed on enhancing national authorities' investigation and prosecution capacities to consider and address conflict-related sexual violence. The desk review of Serbia's draft law on gender equality is another strong example, enabling authorities to address shortcomings through a revised draft of the law.

The second process involved the revision of action document templates, instruments and updates of checklists, so that adequate tools exist to facilitate gender mainstreaming. Most EU Delegations have conducted country-level gender analysis, with the Delegations to Turkey and Kosovo finalising their gender analyses in 2018. A gender analysis is used to inform programming and policy-making. It includes information on women, men, girls and boys in terms of the division of labour, roles and responsibilities, access to, and control over, resources, and their relative condition and position in society. Some survey respondents pointed out that the absence of sex-disaggregated data in some countries remains a recurrent challenge. Moreover, when data is available, sex-disaggregated data is not always systematically collected as part of programming.

In 2018, two evaluations managed by the Monitoring and Evaluation Team included recommendations on gender equality. The evaluation of "EU support to social protection in external action 2007-2013" called for improved gender mainstreaming and the application of European gender expertise throughout the EU's social protection programmes. The second evaluation of "EU Support for Security Sector Reform in Enlargement and Neighbourhood Countries (2010-2016)" recommended introducing a gender lens into sectoral programming to move beyond a simple focus on increasing the number of women in justice and security sector institutions.

Overall, 20 recommendations in 17 results-oriented monitoring (ROM) reports addressed gender equality – of a total of 478 reports drafted in 2018. Six recommendations indicated that the gender dimension should be enhanced in strategies or in the implementation of actions. The remaining 14 recommendations highlighted the need to include sex-disaggregated data and specific gender indicators.

Annex 2 Box 26: Good practice on integrating gender equality in public administrations – TAIEX supports a study visit for Tunisian officials

Three representatives of the Government of Tunisia participated in a study visit on the 'integration of gender mainstreaming in public administration and public policies', supported by the Technical Assistance and Information Exchange Instrument (TAIEX). The visit to Bilbao, San Sebastian and Vitoria-Gasteiz, Spain, was organised with the assistance of Emakunde, the Basque Institute for Women. In 2005, the Institute's activities were recognised as a 'best practice' by the Council of Europe in a report on gender budgeting. The study visit showcased examples of successful tools and policies implemented in the Basque Country with civil society's support to close the gender gap in public policies. In addition to highlighting gender budgeting, the visit highlighted best practices on implementing gender equality in politics, training programmes for civil servants, and municipal dialogue and networks. Both Tunisian and Spanish representatives appreciated the opportunity to exchange expertise and best practices on gender mainstreaming.

Conclusions

In 2018, survey results reveal a positive upward trend on a number of indicators under the GAP II's 'Institutional Culture Shift' priority. As noted above, gender equality was raised in more policy

dialogues, and more EU positions for key international agendas included a focus on gender equality. These developments indicate that the EU is taking steps to fulfil its commitments to the GAP II and other policy documents related to gender equality. EU Delegations and EU Member States are also working on gender equality issues in a more coordinated manner in most countries under the framework of the GAP II.

Nevertheless, challenges remain. For instance, human resources dedicated to gender equality could be enhanced within Commission Services for Neighbourhood Policy and Enlargement Negotiations. This may be linked to the number of countries and programmes covered. There remains a need to ensure that specific tasks related to gender equality are included in the job descriptions of gender focal persons in each unit and EU Delegation. In many instances, there is also a need for training to ensure that gender focal persons can develop the skills required to fulfil their assigned tasks. A high level of management commitment is also essential. For instance, there is a need to appoint gender champions at Headquarters level in line with GAP II.

Annex 2 Figure 36: Commission services responsible for neighbourhood policy and enlargement negotiations – Institutional Culture Shift summary, 2016-2018

Reference	Indicator	2016	2017	2018
1.1.1	**Annually, number of EU positions for key international agendas that included a focus on gender equality, and the rights of girls and women**	2	59	152
1.1.2	**Number of political/ policy dialogues between EU actors and partners in the country that raise gender equality issues per year and at country level**	5	400	383
2.1.1	**Number of senior gender champions appointed at HQ and country level**	2	31	60
2.3.1	**Number of good practices highlighted in Institutional Annual Reports**	2	59	26
2.3.2	**Number of corrective actions taken per year to improve performance on gender equality**	9	33	51
3.2.1	**Number of staff, disaggregated by level, trained on gender equality per year, and reporting changes in the way they work**	9	35	8
3.2.2	**Number of gender focal persons (or equivalent) trained per year**	5	8	6
3.2.3	**Gender mainstreamed into all trainings provided**	0	2	6
3.3.2	**Number of job descriptions that contain gender equality as an area of responsibility, by seniority**	N/A	6	5
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.).**	4	2	8

Commission service responsible for foreign policy instruments

Overview of progress in 2018

Gender mainstreaming is becoming a strong feature and mind-set within the working methods of the Commission service responsible for foreign policy instruments (FPI) across all of its interventions. Gender is structurally integrated into the service's Management Plan with clear targets and references to the GAP II. Moreover, gender issues have been addressed within the context of individual actions and operations since 2014, particularly under the Instrument contributing to Security and Peace and the Partnership Instrument. The results framework and manual of the service, adopted in September 2017 and updated in July 2018, incorporates a clear gender perspective, informed by GAP II commitments and inspired by the SDG 5 – 'achieve gender equality and empower all women and girls'. It provides a clear basis for an assessment of the performance on implementing the GAP II's objectives.

Objective 1. Increased coherence and coordination amongst EU institutions and with the Member States

In terms of concrete steps towards the **institutional culture shift in EU external relations**, efforts to mainstream gender in the management of crisis and post-crisis situations and in building partnerships are starting to bear fruit. In 2018, gender featured strongly as both an action-specific and cross-cutting issue under interventions of the **Instrument contributing to Security and Peace** and the **Partnership Instrument.** For both instruments, a Gender Facility (external technical services) accelerated work in 2018 on gender mainstreaming as part of programming and action design in EU delegations, Foreign Policy Instruments' regional teams and headquarters. Gender also featured as an important consideration in **Common Foreign and Security Policy (CFSP) operations** and continued to be an integral part of planning and implementation of EU **election observation missions** (EOM) under the European Instrument for Democracy and Human Rights. All of the service's instruments and operations, the Instrument contributing to Stability and Peace, Instrument contributing to Stability and Peace, the Partnership Instrument, the EU election observation missions and Common Foreign and Security Policy operations – contributed, to the advancement of gender equality and the empowerment of women and girls under SDG 5.

Objective 2. Dedicated leadership on gender equality and girls' and women's empowerment established in EU institutions and Member States

Three items of good practice may be highlighted – the Instrument contributing to Security and Peace and Partnership Instrument Gender Facilities, the active use of the guidance note 'Evaluation with gender as a cross-cutting dimension' in evaluations contracted by the service, and reporting on the gender marker. These were highlighted within the framework of the annual activity report 2018 and programme statements for draft budget 2020. In addition to reporting on the gender marker, reporting on the use of gender expertise and gender analysis as an integral or systematic part of action design was introduced in 2018. First steps towards capturing sex-disaggregated action results to comply with GAP indicator 5.1.2 on using OPSYS data as the source of verification were taken in 2018. Capturing such data and reporting on it annually will create momentum within the service which, over time, will lead to more efficient and more effective action design, predicated upon matching available funds with empirical gender-based needs.

In addition, work on gender formed part of the core responsibilities of operational project managers of the Commission service responsible for foreign policy instruments, underpinned by the above mentioned Gender Facilities. Under the latter, operational managers were provided with direct access to external senior expertise on strategic and ad hoc issues related to gender equality. This contributed to ongoing improvement in action design and all subsequent phases of the project cycle. In terms of quality, a gender-sensitive approach to evaluations was applied fully as of 2018. This was facilitated by the 2017 guidance note, 'Evaluation with gender as a cross-cutting dimension', drafted in cooperation with the Commission services responsible for international cooperation and development and for neighbourhood policy and enlargement negotiations. The guidance document was widely distributed among FPI staff involved in evaluations and external evaluators contracted by FPI, and used to inform all the evaluation activities during 2018.

The service's senior management was also actively involved in promoting gender equality and girls' and women's empowerment. In the framework of the 'Ring the Bell for Gender Equality' ceremony organised by UN Women and Nasdaq on 7 March 2018, ahead of the International Women's Day celebration, the Director/Head of Service, participated in a panel discussion to emphasise the EU's work on women's economic empowerment and to illustrate how the EU values the engagement of the private sector in Partnership Instrument actions to progress towards empowering women in the workplace, marketplace and community.

During the Artisanal Diamond Mining Forum in Zambia, it was noted that "Artisanal mining, when conducted in an informed and responsible manner, has the potential to lift men and women, families and communities, out of poverty." FPI senior management made a statement with an explicit reference to gender equality and women's empowerment.

Objective 3. Sufficient resources allocated by EU Institutions and Member States to deliver on gender equality commitments

Gender focal persons were designated in the regional teams for the Instrument contributing to Security and Peace and the Partnership Instrument, respectively, each of whom has at least three years of gender expertise and more than five years' of experience in the field of peace-building, including on women, peace and security. The service considers gender in the context of the women, peace and security agenda (WPS), ensuring that WPS is never dissociated from the broader issues of gender and obligations under SDG 5. Gender focal persons for the Instrument contributing to Security and Peace and the Partnership Instrument continued to play an active role in ensuring delivery on gender equality commitments. In addition, gender focal persons were designated for common foreign and security policy operations and for election observation missions at the end of 2018. In terms of general coordination and service-level reporting, the evaluation officer covered the issue of gender, supported by the Deputy Head of Unit. The service is also committed to implementing a human resource policy based on the diversity and inclusion charter, which is part of the diversity and inclusion strategy adopted in 2016.

In terms of direct resource allocations, two service contracts – the Instrument contributing to Security and Peace Gender Facility and the Partnership Instrument Gender Facility – entered into full implementation cycle (see above). These provided advice on how best to mainstream gender across areas of policy intervention, as well as to increase staff skills to do so. This expertise was provided through ad hoc interventions, coaching sessions, training and the development of thematic guidance notes.

Gender is a key cross-cutting issue for the Instrument contributing to Stability and Peace and integrated into all its actions, both non-programmable crisis response actions under Article 3 and

programmable actions on conflict prevention, peace-building and crisis preparedness under Article 4. Due attention is paid to the relevant provisions of the legal basis, particularly those related to combating gender-based violence and promoting the participation of women in peace-building. The Instrument contributing to Stability and Peace thematic strategy paper 2014-2020 also identifies gender mainstreaming and women's participation in peace processes as relevant themes for capacity building for effective conflict prevention and crisis response. In this regard, key priority is given to ensuring that all actions contribute to delivering on EU commitments on women, peace and security (WPS) based on the Strategic Approach to Women, Peace and Security (2018).

Staff at headquarters and in the Regional Teams are mainstreaming specific gender elements on a more systematic basis when designing Article 3 and Article 4 actions, with particular attention to WPS issues. A new action, 'Preventing violent extremism: a gender sensitive approach', was included under the annual action programme 2017 to prevent the rise of violent extremism by strengthening capacities of local actors to address its gender dynamics, the action in Jordan and Pakistan was contracted in 2018. A service contract for a Gender Facility was concluded in 2017 to ensure and take due account of the implementation of GAP II commitments. The Gender Facility was exploited fully in 2018, providing expertise to integrate gender across Instrument contributing to Stability and Peace's areas of intervention throughout all the phases of the project cycle management, including project design.

Under the Instrument contributing to Stability and Peace multi-country flagship action adopted in 2017 under the annual action programme on conflict prevention, peace-building and crisis preparedness (Article 4), Instrument contributing to Stability and Peace continued to support a survey on the well-being and security of women in South East Europe, Eastern Europe, Turkey and the South Caucasus covering Violence against women and Gender-Based Violence in 10 Organisation for Security and Cooperation in Europe (OSCE) countries.

Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

The manual of the Commission service responsible for foreign policy instruments was updated in July 2018. It includes clear information on gender under sections covering project management methodology. Clear gender criteria were also incorporated into the service's results framework. The manual and the results framework apply across the service.

Gender was covered as one of key cross-cutting issues for the evaluations of actions under the Instrument contributing to Security and Peace and the Partnership Instrument. Clear criteria for the mainstreaming of gender equality and gender-sensitivity in action design and implementation relevant to all FPI interventions were identified as part of the guidance note discussed above, 'Evaluation with gender as a cross-cutting dimension', drafted by the Commission services, and actively used by FPI.

The second phase of the Instrument contributing to Security and Peace Gender Facility was operational from October 2017 to November 2018, to ensure and take due account of the implementation of GAP II commitments and the Comprehensive Approach to the EU implementation of UN Security Council Resolutions 1325 and 1820 on women, peace and security. Services provided by this facility included the provision of expertise to integrate gender across the Instrument contributing to Security and Peace's areas of intervention throughout all the phases of the project cycle, including action design. Specifically, the four services offered by the Instrument contributing to Security and Peace's Gender Facility consisted of ad hoc support and coaching sessions on gender mainstreaming, training for staff at headquarters and in four regional teams on gender-sensitivity and mainstreaming, as well as drafting gender-sensitive thematic guidance notes.

In 2018, the facility's technical expertise was used eleven times to inform actions and programmes and three times to support staff with coaching sessions. It also provided five trainings on gender sensitivity mainstreaming and developed nine thematic guidance notes (TGN) to enhance the mainstreaming of gender sensitivity into the projects of the Instrument contributing to Security and Peace. These thematic guidance notes included: (i) 'Gender aspects of Dialogue, Mediation and Reconciliation'; (ii) 'Gender Aspects of Police Reform'; (iii) 'Gender mainstreaming and the Women, Peace and Security Agenda'; (iv) 'Gender and Access to Justice in Conflict/Post-Conflict Settings'; (v) 'Gender Aspects of Assistance to Migrants (Refugees, Returnees, IDPs) and Host Populations'; (vi) 'Gender Aspects of Preventing Radicalisation Violent Extremism'; (vii) 'Gender and Housing, Land and Property Rights in (Post-) Conflict'; (viii) 'Preventing Gender-Based Violence in Conflict Settings'; and (ix) 'Preventing Conflict-related Sexual and Gender-based Violence'.

The technical expertise of the Partnership Instrument's Gender Facility was deployed and used 16 times in 2018. It was used to train a total of 46 staff members in the Americas, Asia and the Pacific, and Russia; to support ongoing actions under the instrument, ranging from gender in free trade agreements and the field of energy, to women's economic empowerment; and to support the formulation of a new action on the implementation of Russia's national action strategy for women. It was also used to integrate gender considerations into 11 new Partnership Instrument actions during the programming phase of the instrument's annual action programme for 2019, as well as to provide three specific coaching sessions. Moreover, the facility developed gender-sensitive thematic guidance notes on 6 priority themes of the Partnership Instruments – economic diplomacy, the environment, climate change, energy, international digital cooperation, and the circular economy.

In terms of reporting, all headquarters units contributed to the service's report on the GAP II's implementation in 2018, submitted via EU Survey. Contributions were also provided by all five regional teams located in Bangkok, Thailand; Beirut, Lebanon; Brasilia, Brazil; Dakar, Senegal; and Nairobi, Kenya.

Objective	Indicator
. Protection for all women and men of all ages from sexual and gender based violence in crisis situations; through EU supported operations	.7. N# of EU funded humanitarian targeted actions that respond to GBV. 9.9. N# of EU funded humanitarian programs marked 2 by the Commission Services for European Humanitarian Aid and Civil Protection gender/age marker and/or Inter-Agency Standing Committee (IASC) marker. .10. N# of EU Member States and partner country sign up to the global initiative Call to Action on Protection from GBV in emergencies
2. Healthy nutrition levels for girls and women and throughout their life cycle.	2.5. N# of women of all ages, but especially at reproductive age, and children under 5 benefiting from nutritional related programme with EU support
3. Equal access for girls and women to all levels of quality education and vocational education and training (VET) free from discrimination.	IOT GAP II INDICATORS N# of boys and girls that access safe, quality learning opportunities N# of teachers and other education personnel trained to create a supportive learning environment and to promote learners' psychosocial well-being).

In 2018, the EU continued implementing the 'Staff Working Document on **Gender in Humanitarian Aid: Different Needs, Adapted Assistance'** (July 2013), for instance by mainstreaming gender and age in its humanitarian operations. In 2018, it is estimated that the EU allocated nearly EUR 30 million in humanitarian aid to help fight sexual- and gender-based violence under its protection and health programming.

The EU also supports global capacity projects on sexual- and gender-based violence. At the end of 2018, the EU awarded nearly €445.000 to Royal Tropical Institute of the Netherlands/Save the Children Netherlands to study access and barriers for survivors of sexual violence to medical and psychosocial support, with case studies Nigeria, Yemen, and Haiti. This project will last for approximately two years. At the end of 2017, the EU allocated €975.000 to UNFPA, the Gender-Based Violence Area of Responsibility and the Women's Refugee Commission, under the EU's Enhanced Response Capacity to support the implementation of the Call to Action in Nigeria and Democratic Republic of the Congo and develop global minimum standards on GBV (which is a major deliverable of the Call to Action Road Map). The Northeast Nigeria Road Map was launched in July 2018, and the DRC Road Map in spring 2019. This project will last until the end of 2019. Furthermore, in 2016, the EU also allocated €1.8 million to support capacity building, including €600.000 to UN Women and Oxfam for the revision of the IASC Gender Handbook and €1.2 million to the International Rescue Committee for the development of tools and approaches to conduct GBV case management in hard-to-reach areas. Both these projects finalized in 2018, with the launch of the IASC Gender Handbook in April 2018 and the Guidance for Mobile and Remote Gender-Based Violence Service Delivery in August 2018.

To support policy implementation and coherence, the EU has also introduced a **Gender-Age Marker**, which applies to all EU funded humanitarian projects since January 2014. The Gender-Age Marker is an accountability tool that uses four quality criteria to measure how strongly all EU funded humanitarian actions integrate gender and age at proposal, monitoring, and final report stage. A first assessment report on the Gender-Age Marker was published in October 2018, and covers 2014-2015. It highlights the usefulness of the Marker and calls upon partners to continue investing in capacity-building on gender and age. For 2017, our preliminary data suggests that 89.1% projects integrated gender and age to a certain extent (data not yet available for 2018 as there are not enough final reports of 2018 projects available yet).

In June 2017, From June 2017 to December 2018, the EU led the **Call to Action on Protection from Gender-Based Violence in Emergencies**. The Call to Action is a global initiative, which brings together 82 partners, including States and donors, international organisations and NGOs aiming to drive change and foster accountability in the humanitarian system to address GBV. The Call to Action Road Map 2016-2020 sets out an operational framework with common objectives for the humanitarian community. The EU has been an active member of the Call to Action since its creation in 2013. It has made a number of individual pledges under the Call to Action Road Map, focussing on policy implementation and dissemination (including the GAP II), and ensuring that available funding supports the implementation process.

The EU's leadership of the Call to Action was guided by **four main priorities**:

1. **Increase advocacy on the prevention of and response to GBV in emergencies**. As lead of the Call to Action, the EU organised a number of global awareness-raising events in Brussels, Geneva and New York, and undertook continuous outreach to existing and potential new partners to strengthen the Call to Action partnership. For instance, a high-level panel debate on preventing, mitigating and responding to GBV in humanitarian crises was held during the 2018 European Development days. A public event held in the margins of the annual Call to Action Partners Meeting, in June 2018, discussed challenges and opportunities in responding to GBV in emergencies, while raising

awareness of the efforts deployed by the Call to Action partnership to address the issue in different settings. In September 2018, Commissioner for Humanitarian Aid and Crisis Management Christos Stylianides and UNICEF Executive Director Henrietta Fore co-hosted the event 'Children and women under attack: ending gender-based violence in emergencies' during the United Nations General Assembly, in New York. During its leadership of the Call to Action, the EU advocated untiringly for the key importance of collective action in prevention and response to GBV in emergencies. From June 2017 to December 2018, the EU welcomed 18 new partners to the Call to Action, including **five EU Member States (Spain, Portugal, Latvia, Bulgaria and Slovenia).**

2. **Increase focus on prevention of GBV in emergencies**. The EU strives to prevent GBV in emergencies, and advocates so that GBV prevention becomes a reflex for all humanitarian actors. Examples include EU support for the revision of the Inter-Agency Standing Committee (IASC) Gender Handbook, a practical tool that provides guidance to frontline humanitarian workers on how to integrate gender equality and the empowerment of women and girls in humanitarian aid. In October 2018, the EU published a report on its Gender-Age Marker, which includes a criterion on risk mitigation. Many of the events that the EU hosted discussed issues relevant to prevention, risk mitigation, and collective responsibility of humanitarian actors to address GBV in emergencies.

3. **Raise awareness of the Call to Action at the field level** where awareness is the lowest yet the potential impact is the biggest. The EU supports the United Nations Population Fund (UNFPA) and the Gender-Based Violence Area of Responsibility with €975.000 for the operationalisation of the Call to Action at field level, in Nigeria and the Democratic Republic of the Congo (DRC). This two-year project started in early 2018. The Northeast Nigeria Call to Action Road Map was formally launched in September 2018. A similar process is ongoing in the DRC. The EU is also supporting the UNFPA to develop inter-agency global minimum standards on GBV in emergencies, which is a key deliverable, part of the Call to Action Road Map. Throughout 2018, the EU organised a series of field workshops to raise awareness on the Call to Action and discuss context-specific challenges, in Afghanistan, Colombia, Kenya, Cameroun, Iraq, Jordan, Sudan, Thailand, Turkey and Senegal, welcoming more than 500 participants in total.

4. Lead the implementation and monitoring of **the Call to Action Road Map 2016-2020**. The EU facilitated the finalisation of the Monitoring and Evaluation Framework for improved reporting of the impact and overall progress of the Call to Action, piloted a new standardised reporting tool, and facilitated the drafting of the 2017 Call to Action Progress Report. The EU also set up the Call to Action website, a joint platform owned by the partnership and managed by the rotating leadership of the initiative.

The EU funds both nutrition-specific Severe Acute Malnutrition (SAM) treatment projects and nutrition-sensitive prevention projects in the sectors of health, food assistance and WASH. In 2018, €128 million were allocated to nutrition projects reaching more than 14 million beneficiaries (mainly children under 5 and women of reproductive age). The EU's humanitarian policy for nutrition is focused on life saving interventions in areas with alert/emergency thresholds for Global Acute Malnutrition (GAM), and nutrition sensitive programming, i.e. increasing the impact of activities implemented in other sectors to prevent undernutrition and use all opportunities to identify and refer cases of undernutrition prevention. Beyond the support to field programing, the EU supported pilots to implement the simplified protocol approach in Burkina Faso, Mali, Kenya, South Sudan, Somalia, DRC in order to generate evidence on how to be more efficient in tackling severe and moderate acute malnutrition.

On the third selected Objective (13), in 2018 the EU dedicated over 8% of its humanitarian budget to Education in Emergencies (EiE). This is well on track towards the pledge by the Commissioner for Humanitarian Aid and Crisis Management at the 2016 World Humanitarian Summit to reach 10% by the end of his mandate in 2019. In 2018, more than 1 million girls and boys benefited from this assistance in over 30 countries across the world. The EU also led on the policy development in

this thematic area, culminating in the adoption of a Communication on education in emergencies and protracted crises in May 2018. The new policy framework will enable the EU to leverage its resources more predictably, flexibly and effectively based on a holistic and coordinated humanitarian-development nexus approach and clear strategic priorities. Partnerships for a rapid, efficient, effective and innovative education response; promoting access, inclusion and equity; championing education for peace and protection; and supporting quality education for better learning outcomes will all contribute to the EU's focus on the continuity of education in crisis contexts. EU Member States endorsed the policy framework in Council Conclusions adopted in November 2018. At the G7 Charlevoix Summit, the EU pledged to invest EUR 72 million over three years to promote equal access to quality education and learning opportunities in emergencies and protracted crises.

Commission services responsible for humanitarian aid and civil protection

Several of the objectives outlined under each of the four Thematic Priority areas of the GAP II have specific implications for humanitarian action, especially Objective 9 on protection from gender based violence in emergencies, Objective 12 on healthy nutrition levels for girls and women throughout their life cycle and Objective 13 on equal access to education. As not all indicators fit within the humanitarian mandate, reporting only takes place on a selected number of indicators.

On Institutional Cultural Shift in EU External Relations, the EU is fully committed to implement the 'European Union Gender Action Plan 2016-2020' in the EU's external relations, including in humanitarian actions. For instance, through the implementation of the 2013 policy "Gender in Humanitarian Assistance: Different Needs, Adapted Assistance", the EU has already been making reference to gender equality in multiple occasions.

Particularly, in the framework of the EU's leadership of the Call to Action on Protection from Gender-Based Violence in Emergencies (June 2017-December 2018) the first priority of the EU for this leadership was to raise awareness on gender-based violence in emergencies. Key messages on GBV in emergencies within the partnership (more than 80 partners) and the EU organised a series of high-level events raising awareness on GBV in emergencies and the Call to Action. Examples of these include a high-level during the European Development Days (June 2018), the EU-organised Call to Action annual partners meeting (June 2018), a EU-UNICEF side event during the United Nations General Assembly (September 2018), and a closing event marking the handover of leadership of the Call to Action from the EU to Canada (December 2018). During its leadership, the EU welcomed 18 new partners to the Call to Action, including five EU Member States (Spain, Portugal, Latvia, Bulgaria and Slovenia). In addition. Throughout 2018, the EU also organised a series of field workshops to raise awareness on the Call to Action and discuss context-specific challenges, in Afghanistan, Colombia, Kenya, Cameroun, Iraq, Jordan, Sudan, Thailand, Turkey and Senegal, welcoming more than 500 participants in total. Full details on all priorities are available in the full report in annex.

In 2018, the EU continued implementation and dissemination of the EU Protection Guidelines and the utilisation of the Gender-Age Marker, as well as financial support for gender-based violence services, as well as the integration of gender and age in EU-funded humanitarian relief operations. A first assessment report on the Gender-Age Marker was published in October 2018 and covers 2014-2015. It highlights the usefulness of the Marker and calls upon partners to continue investing in capacity-building on gender and age. For 2017, our preliminary data suggests that 89.1% projects

integrated gender and age to a certain extent (data not yet available for 2018 as there are not enough final reports of 2018 projects available yet).

EU Member States

Overview of progress in 2018

In 2018, 23 EU Member States submitted reports on progress towards the objectives of the Gender Action Plan II's 'Institutional Culture Shift' priority, at the headquarters level. Some Member States, although unable to submit a full report, conveyed short updates by email.

Objective 1. Increased coherence and coordination amongst EU institutions and with Member States

Almost 400 EU Member States' positions on key international agendas included a focus on gender equality and the rights of women and girls. As gender equality is a policy priority for many states – such as Belgium, Germany and Sweden – gender equality issues are raised consistently on all occasions. Other Member States reported that their engagement covered such a wide range of issues that it was not possible to quantify specific instances when gender equality issues were raised, stressing that any estimate would result in under-reporting.

International gatherings proved key spaces for raising gender equality and rights issues, such as meetings of the Commission on the Status of Women (CSW), the United Nations General Assembly, the Human Rights Council, the World Bank, European Development Days, the World Economic Forum in Davos and the International Conference on Population and Development (ICPD) 2018.

Austria's presidency of the EU Council offered several high-profile opportunities to highlight gender equality and women's rights issues. For example, the Austrian Minister for Europe, Integration and Foreign Affairs underlined commitments to gender equality in her opening remarks during the conference on "Defending Women – Defending the Rights of Women Human Rights Defenders': Perspectives and Challenges". The conference was organised by Amnesty International back-to-back with the informal meeting of EU foreign ministers in Vienna in August 2018. In December, gender equality was highlighted at the launch event of the 2019 edition of the Social Institutions and Gender Index (SIGI), prepared by the Organisation for Economic Co-operation and Development's (OECD) Development Centre. Gender-sensitive aid in Ethiopia was a specific agenda item at the informal meeting of the Council Working Party on Humanitarian Aid and Food Aid (COHAFA) in September 2018. This highlighted the challenges and opportunities of gender-sensitive humanitarian work.

As part of France's preparations to assume the 2019 presidency of the G7, the country launched a campaign to promote the Istanbul Convention. In 2018, the campaign drew attention to the inequalities experienced by women when they are targets of violence. France and the Netherlands sponsored a joint resolution on sexual harassment at the UN General Assembly in 2018, in order to ensure that harassment is recognised as a form of violence.

Many EU Member States contributed to debates and negotiations during the 62nd session of the Commission on the Status of Women. Belgium, for example, emphasised the importance of a holistic, coordinated and transformative approach to gender equality and the empowerment of women and girls in rural areas. High-profile events were also organised in partner countries. A

seminar in Mexico was organised by the Embassy of Finland, enabling members of Congress to discuss gender equality in relation to legislation and the implementation of the 2030 Agenda for Sustainable Development. A series of ministerial-level discussions on gender equality were also organised by the Embassy of Finland in China.

Annex 2 Box 27: "It's About Time! 100 Reasons to Act!" in Lithuania

In June 2018, the Women Political Leaders Summit in Lithuania enabled the exchange of global best practices on leadership, legislation and political agenda-setting to create positive results for women. The summit was an initiative of the President of the Republic of Lithuania and the Chairperson of the Council of Women World Leaders (CWWL), in cooperation with the Women Political Leaders Global Forum, the Lithuanian Parliament, the Ministry of Foreign Affairs, and the Ministry of Social Security and Labour.

The summit declaration proclaimed: "We, women political leaders, proclaim that we cannot allow another 100 years to pass waiting for changes towards equality and 'it's about time' to achieve global parity between women and men, creating inclusive and participatory societies for all."

Addressing the women, peace and security (WPS) agenda was a constant theme for many EU Member States, alongside a range of issues related to violence against women and girls (VAWG), sexual and reproductive health and rights (SRHRs), trafficking, safeguarding, economic and political empowerment, and gender and trade. Economic empowerment, the gender pay gap and work-life balance were also key topics for many Member States, such as Slovakia. France hosted an event at the United Nations Security Council on women's meaningful participation in peace processes in the Sahel. Baltic countries issued a joint statement at the United Nations General Assembly's debate on women, peace and security. The WPS agenda was also a particular focus of Poland's engagement in UN meetings.

Annex 2 Box 28: National Action Plan on Women, Peace and Security in Poland

Poland's National Action Plan on Women, Peace and Security 2018-2021 defines areas and specific actions for the implementation of the WPS agenda, while striving to increase coordination between the Polish institutions most intimately involved in its implementation. The action plan was jointly drawn up by the Ministries of Foreign Affairs, National Defence, the Interior and Administration, and the Government Plenipotentiary for Equal Treatment. It was also submitted for public consultations, engaging non-governmental organisations who work to promote women's role and rights in the security sector.

Objective 2. Dedicated leadership on gender equality and girls' and women's empowerment established in EU institutions and Member States

Over 200 senior gender champions have been appointed across 12 EU Member States, with many states reporting high numbers. A small increase in the number of gender champions is evident compared to 2017. Many champions are at the ministerial or senior government level, and have been appointed officially. Some have an external inter-ministerial mandate to strengthen coherence on gender equality across ministries. A few Member States reported that gender equality is an area of responsibility for several top management officials, while others reported that one or two senior officials are explicitly responsible for gender issues.

In Belgium, for example, the Deputy Prime Minister and Minister for Development Cooperation was nominated as the 'She Decides' champion, overseeing the full integration of gender equality in development cooperation. In Finland, an Ambassador for Gender Equality is responsible for leading

and coordinating gender equality work, as well as identifying synergies between different departments of the Ministry for Foreign Affairs, other ministries and external stakeholders, including civil society organisations. To this end, she created a Gender Task Force within the Ministry for Foreign Affairs. The United Kingdom's Special Envoy for Gender Equality leads efforts to deliver the Foreign Secretary's vision of foreign policy that consciously and consistently delivers for women and girls. In Italy, the Head of the Department for Equal Opportunities was appointed as the country's first gender champion. This official is responsible for coordinating government actions to support women's human rights and personal rights, prevent and eliminate all forms of discrimination, and combat violence against women and the exploitation and trafficking of human beings.

Several EU Member States, including Ireland and Luxembourg, reported that senior gender champions are specifically responsible for women, peace and security. Others reported that their permanent representatives to the United Nations in New York and Geneva are gender champions. While France reported that it did not have a formal network of gender champions, each ministry, including the Ministry of Foreign Affairs, appoints a senior civil servant to be responsible for the implementation of the national strategy for gender equality.

Most EU Member States (18) have an established mechanism for consulting external senior expertise on strategic and ad hoc issues related to gender equality. These mechanisms range from government commissions to formal expert advisory structures and help desks. Germany has two consultation mechanisms. First, at the German Society for International Cooperation (GIZ), the sectoral programme "Promoting Gender Equality and Women's Rights" supports the Federal Ministry of Foreign Affairs to formulate and implement national and international gender equality commitments. Second, the Thematic Gender Group (*Gender Themen Team*) brings together senior experts from the Ministry, civil society, GIZ and the KfW Development Bank (German financial cooperation) twice a year.

Some EU Member States have on-going contractual arrangements in place for engaging external gender expertise. For example, Austria's contract with a human rights institution includes gender expertise. Others have ad hoc arrangements through which thematic experts are consulted as required. This is the case in Italy, which also has an informal parliamentary group on femicide, composed of experts and members of parliament. Similarly, Luxembourg recruits short-term gender experts as needed.

Annex 2 Box 29: Portugal's inter-ministerial section and Technical and Scientific Advisory Group

In Portugal, an inter-ministerial section brings together representatives of each line ministry and services. They work as gender focal points in their respective areas, in order to mainstream gender equality into all policies and all sectors of the country's central public administration. Portugal's Technical and Scientific Advisory Group, chaired by the government representative in charge of the Commission for Citizenship and Gender Equality (Comissão para a Cidadania e a Igualdade de Género) (CIG) includes experts on women's rights and gender equality.

In Spain, the Gender Group of the Development Cooperation Council, provides recommendations on integrating a gender perspective in Spanish development cooperation policy documents. The group's members are drawn from universities, civil society organisations, businesses and several ministries. In 2018, the group met three times and its contributions proved fundamental to integrating Sustainable Development Goal 5 (SDG 5) as a priority for Spanish international cooperation between 2018 and 2021. The Ministry of Foreign Affairs of the Netherlands funded a

Gender Resource Facility which provides high-quality gender expertise to meet the needs of programming, planning and implementation. The implementing agencies of multi-annual programmes also have finances needed to secure additional gender expertise to enhance programme implementation. Sweden has a specific help desk linked with academia. In Latvia, a dedicated gender expert works in the Ministry of Foreign Affairs' Cooperation Policy Division, who works on policy development in collaboration with the gender expert at the Ministry's Human Rights Division.

Annex 2 Box 30: Gender expertise in the United Kingdom

The UK organises external expert roundtables on gender equality with Ministers, as required. Policy teams also engage regularly with civil society, researchers, bilateral development agencies and UN experts on gender equality. Many programmes have external expertise on steering committees and advisory groups. Three dedicated helpdesks respond to gender-related queries and enable staff to rapidly access external expertise. These include the 'Violence against Women and Girls' helpdesk, the 'Women Opportunities and Work' helpdesk and the 'Knowledge for Development (K4D)' helpdesk.

Consultation with civil society and academia on gender is standard practice in most EU Member States. France's Ministry of Foreign Affairs support a platform that meets regularly to provide guidance and expertise on gender and development. It includes representatives of civil society organisations, local governments, the private sector and public institutions. In Latvia, civil society organisations and gender experts are primarily consulted through the Consultative Council on Development Cooperation, an expanded body of the Ministry of Foreign Affairs.

Mechanisms that exist in some EU Member States focus largely on equal opportunities, gender equality and women's rights within the state. For example, Hungary's Thematic Working Group responsible for women's rights monitors the enforcement of women's human rights in the country, particularly in the fields of employment, education, healthcare and partnership. Countries like Lithuania and Malta have commissions on equal opportunities. The Gender Equality Ombudsman in Croatia combats discrimination and promotes gender equality, while Slovenia's Expert Council for Gender Equality is a consultative expert body of the Ministry of Labour, Family, Social Affairs and Equal Opportunities.

Many examples of corrective actions were reported in 2018. Some related to monitoring the use of the Organisation for Economic Co-operation and Development's (OECD) Gender Equality Policy Marker. Others involved updating guidelines for gender mainstreaming or arranging training sessions, including on women, peace and security.

Annex 2 Box 31: Corrective actions by Germany

In 2018, German technical cooperation guidelines on gender-responsive project management were updated. Standards and Terms of Reference for gender analysis were adapted, in order to meet the requirements of the new Safeguards + Gender Management System. These efforts also responded to recent international developments and challenges in the sphere of gender equality and women's rights.

GIZ's management board endorsed the new GIZ gender strategy on 18 December 2018, and established the new position of a GIZ Gender Ambassador. The gender strategy sets goals for the agency, while the GIZ internal operational guidelines provide clear orientation for all organisational units, employees and staff. All units will have to report on implementation annually.

In January and February 2018, the KfW Development Bank – the principal arm of Germany's financial cooperation – conducted a large-scale cross-sectional analysis on the integration of gender in financial

cooperation projects.

Only one EU Member State (Germany) reported that rewards, or equivalent incentives, were presented to managers or programme staff as per agreed criteria. In nine Member States, the reporting systems of institutional bodies – either ministries or agencies – included a clear assessment of performance on the GAP II's objectives as a requirement.

Two EU Member States reported independent evaluations on EU leadership. An independent evaluation of the Austrian Development Agency's (ADA) Environment and Social Impact Manual (ESIM) began in 2018. The manual includes gender as a key impact area, and requires that all projects and programmes undergo an internal risk and quality appraisal. Spain carried out 44 specific evaluations of gender or women's rights in 2018. While one centred on the New Partnership for Africa's Development (NEPAD) Spanish Fund, the other 43 were performed in different countries by different actors. Eight Member States reported carrying out 250 spot checks to evaluate performance on gender equality in 2018. Belgium alone reported 200, while seven other states reported 50 spot checks between them.

Objective 3. Sufficient resources allocated by EU institutions and Member States to deliver on EU gender policy commitments

Gender equality featured as an explicit responsibility in the job descriptions of 35 top management positions in 13 EU Member States, 36 middle management positions in 14 countries, and 103 technical staff positions across 16 countries. Most of these top management job descriptions were in three Member States – Germany, Ireland and Spain. In 10 Member States, a gender focal point was included in performance assessment systems for relevant staff, including senior management, heads of department, gender focal points or equivalent positions. Across 17 Member States, there are 290 gender focal points, each with more than three years' of experience.

Over 5,000 Member State staff members were trained in 2018, with an especially high proportion in France. Over 800 gender focal points were trained, with high numbers in some states and none in others. Romania's Ministry of Foreign Affairs, RoAid and the Diplomatic Institute organised a training programme for young foreign diplomats, 'ForeignDiplo2018@IDR'. Over half of the participants were women. In Croatia, 10 workshops at the School for Public Administration trained public servants responsible for managing European Structural and Investment Funds (ESIFs) on anti-discrimination, gender equality and the rights of people with disabilities.

Across 12 Member States, 2,133 officials were trained on women, peace and security, once more with especially high numbers in certain countries. For example, all the members of the Slovenian Armed Forces were trained before deployment. In Finland, specialists received training on gender, as did all staff deployed for crisis management operations. In Portugal, police and military personnel were trained on human rights, trafficking and women, peace and security.

Data on the ratio of women to men in the police and military forces, disaggregated by seniority, was not readily available in many countries. However, some EU Member States reported actions to encourage more women to join security and law enforcement organisations. In Denmark, for example, the armed forces held an annual National Inspiration Day to motivate more young women to join, an initiative deemed highly successful. Efforts were taken to improve conditions for women in the Danish army, including a network of young women leaders and a reward system for women role models.

Denmark also reported new collaborative efforts with NGOs to respond to sexual exploitation and abuse. Estonia's Ministry of Social Affairs trained 12 chancellors to familiarise them with the current state of gender balance at the management level. These trainings explained why low levels of women's participation in decision-making are an obstacle for development and outlined solutions to improve their representation. The Estonian Women's Studies and Resource Centre (ENUT) also provided gender equality training for the staff of their development cooperation projects as needed. As a result, staff members are better able to report on gender equality activities.

Overall, 10 EU Member States reported on the number of training sessions which mainstreamed gender in 2018. Some noted that gender is mainstreamed in all thematic sessions, such as Austria and Germany. Others, such as Ireland, reported that training sessions included a gender component. Of the 13 Member States who did not report on gender mainstreaming in training, some indicated that such data was not collected. The Netherlands' Ministry of Foreign Affairs invested in enhancing the capacity of all staff through an introductory course, "Gender… (of)course", and two advanced modules. The next step is to integrate this course into all other training courses.

Objective 4. Robust gender evidence used to inform all EU external spending, programming and policy-making

Two-thirds of actions reported by EU Member States as contributing to the GAP II were formulated using gender analysis. Breaking down this figure by region reveals that 100 % of reported actions in Central Asia were informed by gender analysis, as were 77 % of global actions, over 70 % in the Americas, 60 % to 70 % in West and Central Africa, East and Southern Africa, and European Neighbourhood Policy and Enlargement Negotiations' countries, and slightly over 40 % in Asia and the Pacific. In these cases, actions' situation analysis, Logframe and indicators were reported to be informed by gender analysis. Overall, 29 % of reported actions were informed by the findings of consultations. The Americas was an exception to this trend, as consultations fed into the formulation of very few reported actions.

Objective 5. Results for women and girls measured and resources allocated to systematically track progress

Gender-sensitive indicators were included in the corporate results frameworks of 10 EU Member States. The number of indicators ranged from 40 in Luxembourg, 34 in Germany and 10 in Austria, to only one or two indicators in other countries. Of these ten, seven Member States reported that their indicators were aligned with the SDGs. Four noted that all the results in their corporate results frameworks were sex-disaggregated. While 11 Member States reported on the number of their new actions marked 'G0' using the OECD gender marker, only five acknowledged the obligation to justify or explain why actions screened against the gender marker were not found to target gender equality.

Objective 6. Partnerships fostered between EU and stakeholders to build national capacity for gender equality

Few centrally managed actions by EU Member States directly supported the National Gender Equality Mechanisms in partner countries in 2018. Nonetheless, one in ten worked with these mechanisms. Overall, 18 % of actions raised awareness among local and national media stakeholders of gender equality issues. Research was the primary focus of 4 % of actions, although

6 % of actions included a research component. The quality and availability of sex-disaggregated data continued to be a challenge. However, 13 % of actions were reported as having contributed to improvements in the collection of disaggregated data and gender-specific statistics.

The figure below, based on EU Member States' self-assessment, illustrates their performance on the GAP II's five minimum criteria. Significantly, the availability and use of gender expertise was reported by 65 % of Member States, while 59 % reported that gender analysis was undertaken for all priority sectors.

Annex 2 Figure 37: EU Member States – GAP II's five minimum performance standards, Institutional Culture Shift, 2018

	Gender marker 0 (GM 0) always justified	Gender analysis done for all priority sectors	Sex-disaggregated data used throughout the project and programming cycle, and programming	Gender expertise available and used in a timely manner	GAP II objectives selected and reported upon
Austria	Yes	No	Yes	Yes	Yes
Belgium	Yes	No	No	Yes	No
Croatia	No	No	No	No	No
Denmark	No	Yes	Yes	Yes	No
Estonia	No	No	No	Yes	No
Finland	No	Yes	No	Yes	No
France	Yes	Yes	Yes	No	No
Germany	Yes	Yes	Yes	Yes	No
Hungary	No	Yes	Yes	No	No
Ireland	No	Yes	Yes	Yes	No
Italy	No	Yes	No	Yes	Yes
Latvia	No	No	No	No	No
Lithuania	No	No	No	No	Yes
Luxembourg	Yes	No	No	Yes	Yes
Malta	No	No	No	Yes	No
The Netherlands	No	Yes	Yes	Yes	No
Poland	No	No	No	No	No
Portugal	No	Yes	Yes	Yes	Yes
Slovakia	No	No	No	No	No
Slovenia	No	No	No	No	Yes
Spain	Yes	Yes	No	Yes	Yes
Sweden	Yes	Yes	No	Yes	Yes
United Kingdom	No	Yes	Yes	Yes	No
Total 'yes'	**7**	**12**	**9**	**15**	**8**
% 'yes'	**30 %**	**59 %**	**39 %**	**65 %**	**35 %**