

EUROPEAN EXTERNAL ACTION SERVICE



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EU Action Plan on Women, Peace and Security (WPS)

2019-2024



Introduction

On December 2018, the Foreign Affairs Council adopted the first-ever Conclusions on Women, Peace and Security (WPS) and welcomed, in annex, the EU Strategic Approach to WPS¹ (henceforth Strategic Approach). The Strategic Approach aims to reaffirm the holistic implementation of the WPS agenda and recognises gender equality and women's empowerment as a prerequisite for dealing with the prevention, management and resolution of conflict. The Council also recalled that the responsibility for the implementation of the WPS Agenda lies with the EU Member States as well as with all relevant European Union Services and Institutions.

The European Union promotes gender equality, human rights, peace and security within and beyond its borders. This is enshrined in the Treaty on the European Union and reflected in the Global Strategy for the European Union's Foreign and Security Policy². An effective implementation of the Strategic Approach is critical to achieving the objectives of the *EU Global Strategy*. One of the five priorities of the Global Strategy is the Integrated Approach to Conflicts and Crises, according to which the EU will act promptly on prevention of conflict and respond decisively and responsibly to crises and conflicts. The EU is striving to embed gender equality and women's empowerment in all EU external action, including, but not limited to, conflict prevention, development assistance, humanitarian aid, trafficking in human beings, migration, conflict resolution, disaster risk reduction, preventing and countering of radicalisation, violent extremism and terrorism. The Strategic Approach supports societies and governments' actions to engage, empower, protect, and support women and girls from diverse backgrounds through the promotion of concrete commitments and actions, with particular emphasis on achieving sustainable and lasting peace and security. These actions should be intrinsic components of more effective national and international policies on human rights and sustainable development and in line with the *European Consensus for Development* as part of the overall EU commitment to implement the Agenda 2030 for Sustainable Development and its Sustainable Development Goals across all EU policies.

When the Council welcomed the EU Strategic Approach to WPS, it also requested that a concise, specific, measurable and achievable Action Plan should be established, as a tool supporting its implementation. This EU Action Plan on WPS (henceforth Action Plan), complements and reinforces the existing *EU Gender Action Plan for 2016-2020 (GAP II)*³. The success of the implementation of the new Action Plan on WPS requires first and foremost: (i) gender-responsive leadership at all EU levels, from political to managerial, (ii) sufficient in-house capacity and capability to systemically integrate a gender perspective and conduct gender analysis, and, (iii) close dialogue and cooperation with EU Member States and the engagement of civil society and other partners, such as multilateral and regional organizations, academia, think-tanks and the private sector.

¹ The EU Strategic Approach to Women, Peace and Security (WPS) is annexed to the FAC Conclusions on WPS adopted on 10 December 2018, (Council document 15086/18).

² A Global Strategy for the European Union's Foreign and Security Policy (Council document 10715/16), 28.6.2016.

³ Once it will be clear whether a Third Action Plan for Gender Equality and Women's Empowerment in EU External relations will be adopted, then the content of this AP could be integrated in the broader picture, to facilitate data collection, cross-references among gender-relevant programmes and activities, and ensure more accurate reporting from the EU Delegations and MS.

Methodology of the EU Action Plan on WPS

This is an Action Plan to implement the Strategic Approach, and both documents should, therefore, be examined in conjunction. It has six prioritised objectives⁴. It focuses on the actions that need to be undertaken to achieve those objectives. Fulfilment criteria have been established to assist in evaluation, whether and when, an objective is achieved. The fulfilment criteria detail the prioritised end-states that are identified as pre-conditions to achieve each objective. A series of indicators constitute the necessary benchmarks to determine the status of the implementation of actions and progress made in achieving each of the objectives.

A uniform set of indicators (**see Annex I**) consolidates the GAP-II indicators (**see Annex II**) and the 2016 Revised Comprehensive Approach Indicators⁵. This updated set of indicators aims to facilitate effective implementation of the Strategic Approach. Some indicators are associated with more than one objective; this is justified by the fact that they represent a fundamental component for tracking the implementation of several objectives. The same objectives may also be achieved by additional actions that may not be identified in this Action Plan.

Finally, it is essential to acknowledge the necessity of working simultaneously on multiple timelines for each objective to be accomplished. Therefore, actions are listed as short, medium and long-term.

Short-Term Actions (STA) should be delivered **by the end of 2020**.

Medium-Term Actions (MTA) are the bridges between short-term and long-term actions and should be achievable synchronously with the existing GAP-II and any future related policy document, covering a **period of two years (2020-2022)**.

Long-Term Actions (LTA) provides direction and set priorities for the continuous work on WPS in order **to achieve progress until 2024**. These actions are to be considered ongoing rather than one-off.

⁴ Two-speed objectives have been included, namely: a) the Objectives 1-3 are finite with quantifiable outcomes that should aim to be reached in the short-, mid- or long term; their objective would need thereafter to be refined or restated; b) the Objectives 4-6 place their primary focus on establishing more permanent processes which, when in effect, will continue to deliver valuable outcomes for as long as the process is sustained.

⁵ Revised Indicators for the Comprehensive Approach to the EU implementation of the UNSCRs 1325 and 1820 on women, peace and security (2016 – Council doc. 10805/16)

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Objectives

Based on the Strategic Approach, the Action Plan identifies objectives as already defined in UNSCR 1325, under the key priority areas of prevention, protection, relief and recovery, and the three overarching and cross-cutting principles of participation, gender mainstreaming and leading by example. All these objectives are interlinked and mutually reinforcing.

1. Participation

- i. To increase women's leadership and participation in all areas related to peace and security within the EU services and institutions and in the EU Member States (Internal participation);
- ii. To help increase women's leadership and participation worldwide in all policy-making decisions/processes in all areas related to peace and security *inter alia* Conflict-Prevention, Conflict-Resolution, Mediation, Post-Conflict Rehabilitation, Rule of Law, Disarmament, Demobilisation and Reintegration (DDR), Security Sector Reform (SSR) and Peace-Building in both formal and informal decision-making and priority setting. (External participation).

2. Gender Mainstreaming

To systematically mainstream a gender perspective as an integral part in all EU policies as well as in internal and external actions and that such a gender perspective, based on gender analysis, is integrated into the implementation of all objectives of this Action Plan.

3. Leading by Example⁶

To enhance further EU's political commitments and actions for the implementation of the WPS Agenda at local, national, regional and international levels.

4. Prevention

- i. The EU plays an active role globally, regionally, nationally and locally, in conflict-prevention and the WPS approach is cardinal to its success;
- ii. The EU plays an active role in prevention, monitoring and reporting of conflict-related human rights' violations against women and girls and in the promotion of zero-tolerance/full accountability policies to help end impunity and bring perpetrators of such crimes to justice;
- iii. The EU supports legislative and institutional reforms as well as transitional justice processes⁷ that fully integrate the principle of non-discrimination and comply with international human rights standards.

5. Protection

- i. The EU actively promotes the protection and safeguarding of women's and girls' rights as well as the increase in women's and girls' access to justice at local, national, regional and international levels through special emphasis on restorative justice and the rights of survivors and victims.

⁶ Reference to the Institutional Cultural Shift Objective in GAP II

⁷ http://eeas.europa.eu/archives/docs/top_stories/pdf/the_eus_policy_framework_on_support_to_transitional_justice.pdf

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- ii. The EU supports all efforts for institutional mechanisms to be established and/or activated for the protection of women and girls, as well as men and boys, in fragile environments and or conflict-affected contexts to help prevent all forms of sexual and gender-based violence (SGBV).

6. Relief and Recovery

The EU provides adequate and appropriate relief and recovery in conflict and post-conflict situations that meet the needs of women and girls.

Accountability and Reporting

The Action Plan is a living document and will be subject to future revisions during its implementation period. To ensure proper adherence to the accountability and reporting mechanisms, its implementation will undergo mid-term⁸ and final reporting⁹ reviews. These reviews will take stock and assess implementation progress and will identify specific areas where actions should be further enhanced to help reach the aims of the Strategic Approach. These assessments will be led at services level by the EEAS who, in collaboration with the relevant services of the Commission, will be responsible for collating and tracking progress on WPS implementation.

These assessments will use the technical platform¹⁰ (EU Survey) and, once adapted, the modalities and timeline for reporting will follow those of GAP II. This will also allow for refining the indicators of this Action Plan and will be included in the reporting templates/surveys used for GAP II. The objective is to make the reporting format more user-friendly through ensuring that the contributors will be presented with only one survey request to fill out.

The mid-term¹¹ and final¹² assessments will be discussed primarily in the framework of the EU Informal Taskforce on R1325/WPS and in the relevant Council working parties. The final results of the mid-term and final reviews will be presented to the High Representative/Vice-President of the Commission and the Council. Efforts will be made to coordinate EU reporting on WPS with the EU Member States, other international and regional partner organisations, such as the UN, NATO, Council of Europe, African Union and OSCE. In order to ensure full ownership and inclusion throughout the process and the implementation of the Action Plan, members of academia and civil society will be welcomed to compare quantitative and qualitative results from within their expected shadow reporting and will be consulted on their analysis of progress on achieving the objectives set out in the Action Plan. This will also include the possibility to include recommendations for further improvements. The inclusive participation of EU citizens, civil society and academia can ensure broad ownership and inclusion throughout the process, and as such, it constitutes an essential factor for more effective Action Plan implementation.

⁸ The mid-term report will be considered as a baseline in order to measure change and monitor progress.





⁹ This reporting will be synchronised, and possibly merged, with the one on GAP II and any future similar programme(s), so that all contributors will receive only 1 questionnaire with all the questions related to both GAP and WPS AP.

¹⁰ For the reporting of GAP II, and thus the reporting of this new Action Plan will follow the annual reporting cycle of the GAP.

¹¹ Year 2021

¹² Year 2024





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OBJECTIVE 1 - PARTICIPATION				
	<p>i. To increase women's leadership and participation in all areas related to peace and security within the EU services and institutions and in the EU Member States (Internal participation);</p> <p>ii. To help increase women's leadership and participation in all policy-making decisions/processes in all areas related to peace and security <i>inter alia</i> Conflict-Prevention, Conflict-Resolution, Mediation, Post-Conflict Rehabilitation, Preventing and Countering Radicalisation, Violent Extremism and Terrorism, Rule of Law, Security Sector Reform (SSR) and Peace-Building, in both formal and informal decision-making and priority setting (External participation).</p>			
	<p>Fulfilment criteria</p> <ul style="list-style-type: none"> ✓ Formal and informal institutional factors are identified and addressed that are preventing women from being included and/or equitably and meaningfully participating, as well as from reaching leadership positions, in all conflict-related settings, as well as in all areas related to peace and security in the EU institutions,. ✓ Structural obstacles to women's meaningful and equitable participation and to their contributions to all actions related to prevention and resolution of conflicts and in post-conflict public life are addressed. ✓ Diplomatic and financial measures are used to promote women's leadership and the balanced representation of men and women from diverse backgrounds in all stages of peace processes. 			
	<p>Indicators 1, 2, 20</p>			
	<p>Actions Needed <i>EU institutions will undertake the following actions, while the EU Member States and all other relevant stakeholders¹³ are encouraged to do likewise, as appropriate:</i></p>		<p>Who</p>	<p>When</p>
1.1	Ensure women's leadership and meaningful participation in the implementation of all objectives in this Action Plan.	All ¹⁴	LTA	
1.2	Assess and set a target for improved gender balance in CSDP missions and operations.	MS	STA	
1.3	Conduct analysis and assessment for improved gender balance at all levels and develop a strategy, including an outreach campaign.	EEAS MS	MTA	
1.4	Support women's leadership, the participation of women's organizations and women human rights defenders who are working in conflict-related settings and/or in conflict prevention, countering violent extremism, peace negotiations and peacebuilding, humanitarian action and development programmes, through bilateral and multilateral diplomacy including statements as well as regular consultations with them in EU-led, and supported, processes.	EEAS EC MS	LTA	
1.5	Support and conduct capacity-building and mentoring for women's leadership, for women negotiators and mediators to improve their effectiveness and the quality of their participation in peace processes and work towards reaching the minimum of 33% women participating in all EU activities and projects related to peace processes.	EEAS EC	MTA LTA	
1.6	Establish and institutionalise a mechanism to consult with women from diverse backgrounds and CSOs, both in MS and in conflict-related settings, where the EU is operating.	EEAS EUDEL	MTA	

¹³ Such as third parties, international, regional, sub-regional and civil society organisations.

¹⁴ All: refers to EU Institutions/services and EU Member States (this includes EU Delegations, CSDP operations and missions and MS Embassies), as appropriate.





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OBJECTIVE 2 - GENDER MAINSTREAMING				
	To systematically mainstream a gender perspective, as an integral part, in all EU policies as well as internal and external actions.			
	Fulfilment criteria <ul style="list-style-type: none"> ✓ Mandatory training on mainstreaming gender perspectives for all staff at HQ, EU Delegations, MS Embassies, etc., including in pre-deployment and pre-posting training, is established. ✓ Expert capacity and capability are available and accessible in EU institutions/services and the EU Member States, to conduct gender analysis and to support the systematic integration of a gender perspective. ✓ Women and girls, together with men and boys, are all included and actively engaged in work and policies aiming for the implementation of the Strategic Approach. 			
	Indicators 3, 4, 6, 7, 8, 11, 13, 15, 17, 30			
	Actions Needed <i>EU institutions will undertake the following actions, while the EU Member States and all other relevant stakeholders¹⁵ are encouraged to do likewise as appropriate:</i>		Who	When
2.1	Develop tools and methods including the ones for the integration of a gender perspective, and for conducting gender analysis, which can be used in all EU policy frameworks (internal and external) including on prevention and countering of violent extremism and on counterterrorism.	EEAS EC	STA MTA	
2.2	Based on action 2.1, to develop tools and methods, including the ones for integrating a gender perspective, and for conducting gender analysis to help assess and better streamline the planning, conduct and review of CSDP operations and missions.	EEAS	MTA	
2.3	Conduct gender analysis as a precondition for the initial planning and review of CSDP missions and operations, as well as keeping a regularly updated gender analysis during all phases of the conduct of missions and operations.	EEAS	MTA	
2.4	Improve dedicated gender advisory capacities and subject-matter expertise in EU HQ, with EUSRs, EU Delegations and CSDP structures.	EEAS MS	MTA	
2.5	Include responsibilities and tasks for gender mainstreaming/WPS priorities in job descriptions ¹⁶ and performance evaluations for all leadership and management positions.	EEAS EC	LTA	
2.6	Training on WPS for all EU staff including Management in HQs, Heads of Delegations and Chairs of Council Preparatory Bodies, as well as Heads of Missions and Operation Commanders.	EEAS MS	LTA	
2.7	Promote and support inclusive policies/activities where men and boys are fully integrated, trained and engaged in the work and policies towards the achievement of all the objectives of this Action Plan.	EEAS EC MS	LTA	

¹⁵ Such as third parties, international, regional, sub-regional and civil society organisations.





¹⁶ Primarily in job descriptions related to CFSP.

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OBJECTIVE 3 - LEADING BY EXAMPLE			
	To enhance further the EU's political commitment and actions for the implementation of the WPS Agenda at local, national, regional and international levels.		
	Fulfilment criteria <ul style="list-style-type: none"> ✓ The EU uses all available fora to actively promote gender equality and the full implementation of the WPS agenda. ✓ Adequate, transparent and accessible funding is available for projects and initiatives in relation to WPS, including civil society organisations' work on WPS. 		
	Indicators 4, 8, 10, 12, 13, 16, 18, 19, 21, 22, 29		
	Actions Needed <i>EU institutions will undertake the following actions, while the EU Member States and all other relevant stakeholders¹⁷ are encouraged to do likewise as appropriate:</i>	Who	When
3.1	All EU Member States adopt and implement their respective, human rights'-based and gender-budgeted National Action Plans on R1325.	MS	LTA
3.2	Include Gender Equality and WPS-related as priorities of bilateral and multilateral cooperation through joint actions/partnerships/agreements et al.	All	LTA
3.3	Promote donor coordination and WPS-related funding within the EU instruments through political messaging and diplomacy.	All	MTA
3.4	Enhance cooperation and coordination on implementation of the WPS agenda with all international, regional and national stakeholders, including national governments, legislative bodies, human rights' entities, gender equality bodies and local authorities.	All	LTA
3.5	Promote the Regional Acceleration of Resolution 1325 (RAR) framework with other international and regional organisations.	EEAS MS	MTA
3.6	Support the implementation of the WPS priority as set out in UN-EU Strategic Partnership on Peace Operations and Crisis Management priorities (2019-2021), also using the synergies with RAR 1325.	EEAS MS	MTA
3.7	Proactively communicate the WPS agenda using all available media to broaden the societal understanding of WPS initiatives and benefits with EU citizens.	EEAS MS	LTA
3.8	Engage more pro-actively to promote the accession to the Istanbul Convention of the Council of Europe, in order to help eliminate more effectively all forms of violence against women and girls, including domestic violence.	All	LTA





¹⁷ Such as third parties, international, regional, sub-regional and civil society organisations.

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OBJECTIVE 4 - PREVENTION				
	<p>i. The EU plays an active role, globally, regionally, nationally and locally, in conflict-prevention through the WPS approach, cardinal for its success;</p> <p>ii. The EU plays an active role in prevention, monitoring and reporting of conflict-related human rights violations against women and girls and the promotion of zero-tolerance/full accountability policies to help end impunity and to bring perpetrators of such crimes to justice;</p> <p>iii. The EU supports legislative and institutional reform as well as transitional justice processes that fully integrate the principle of non-discrimination and international human rights standards.</p>			
	<p>Fulfilment criteria</p> <ul style="list-style-type: none"> ✓ The EU's early-warning mechanisms and subsequent actions are gender-responsive, including to incidence of SGBV. ✓ There is an improved understanding of the root causes of violence against women and girls and of gender-related drivers of conflict and actions are undertaken to counter further relapse, including by strengthening State institutions. ✓ There is systematic monitoring and reporting in place for the prevention of human rights violations against women and girls in conflict, including sexual exploitation and abuse (SEA), harassment including sexual harassment (SH), and other forms of SGBV, including in the context of violent extremism. 			
	<p>Indicators</p> <p>5, 7, 9, 11, 12, 13, 15, 17, 23, 25</p>			
	<p>Actions Needed</p> <p><i>EU institutions will undertake the following actions, while the EU Member States and all other relevant stakeholders¹⁸ are encouraged to do likewise as appropriate:</i></p>		Who	When
4.1	Develop and apply systematic gender and conflict analysis into all EU contributions to conflict prevention and peacebuilding.	EEAS MS	MTA LTA	
4.2	Support efforts that address the root causes of violence, including SGBV, such as exclusion, structural inequalities, human rights violations, poor governance, socio-economic factors, toxic gender-related behaviours, harmful gender ideologies and gender-based discrimination.	All	LTA	
4.3	Promote activities, including strengthening the rule of law, the criminal justice system through transitional and restorative justice, and Security Sector Reform (SSR), to end impunity for perpetrators of SGBV crimes and better defend/protect the rights of survivors and victims.	All	LTA	
4.4	Develop early-warning mechanisms and security measures to prevent and respond to SGBV, and train EU staff in Delegations and CSDP missions and operations.	EEAS	MTA	
4.5	Identify national and international best practices on prevention and on countering impunity for trafficking in human beings, especially for sexual exploitation, by integrating best practices into all relevant strategies to combat organised crime.	All	MTA	
4.6	Integrate a gender perspective in all strategies and actions to prevent and counter violent extremism.	All	MTA	





¹⁸ Such as third parties, international, regional, sub-regional and civil society organisations.

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OBJECTIVE 5 - PROTECTION			
	<p>i. The EU actively promotes the protection and safeguarding of women's and girls' rights as well as the increase in women's and girls' access to justice at local, national, regional and international levels through special emphasis on restorative justice and the rights of survivors and victims.</p> <p>ii. The EU supports all efforts for institutional mechanisms to be established and/or activated for the protection of women and girls, as well as men and boys, in fragile environments and or conflict-affected contexts to help prevent and respond to all forms of sexual and gender-based violence (SGBV).</p> <p>iii. The EU supports all efforts for the protection of peacemakers and peacebuilders, especially of women, in post-agreement/transitional settings.</p>		
	<p>Fulfilment criteria</p> <ul style="list-style-type: none"> ✓ Institutional mechanisms are established to protect and safeguard women's and girls' rights in fragile and conflict-affected contexts. ✓ All deployed EU personnel are trained on addressing conflict-related violence and all other forms of SGBV, SEA, and all forms of harassment, including SH. ✓ EU rules, procedures and reporting mechanisms on SGBV including SEA and harassment including SH, are readily available and effectively communicated. 		
	<p>Indicators</p> <p>5, 11, 14, 21, 23, 24, 25, 29,</p>		
	<p>Actions Needed</p>	<p>Who</p>	<p>When</p>
	<p><i>EU institutions will undertake the following actions, while the EU Member States and all other relevant stakeholders¹⁹ are encouraged to do likewise as appropriate:</i></p>		
5.1	Continue the implementation of the EU Action Plan on Human Rights and Democracy and EU Human Rights Guidelines.	All	LTA
5.2	Develop and implement an EU, system-wide policy on SEA and harassment, including SH.	EEAS/EC	MTA
5.3	Support women, men, boys and girls who are survivors/victims of conflict-related SGBV in accessing reparations and restorative justice in a survivor/victim-centred approach.	All	LTA
5.4	Increase understanding of the gender-specific impacts of the illicit arms trade in Small Arms and Light Weapon/SALW, in particular for improving the corresponding national policies and programmes.	EEAS EC MS	LTA
5.5	Promote the importance of access to justice for survivors and full accountability for perpetrators of all gender-based conflict-related crimes against women and girls, as well as men and boys, by activating the legal procedures at national/regional and international levels, notably also through the Rome Statute and ICC.	All	LTA

¹⁹ Such as third parties, international, regional, sub-regional and civil society organisations.

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OBJECTIVE 6 - RELIEF AND RECOVERY				
	The EU supports and provides adequate and appropriate relief and recovery in conflict and post-conflict situations that meet the needs of women and girls.			
	Fulfilment criteria <ul style="list-style-type: none"> ✓ Support the implementation, including the funding, of specific relief and recovery initiatives that meet the needs of women and girls. ✓ Methods and tools are established to ensure relief and recovery that meet the needs of women and girls in conflict and post-conflict situations ✓ All agreements by the EU with third countries on migration flows and border control must integrate a gender perspective and meet human rights' standards. 			
	Indicators 10, 14, 25, 26, 27, 28,			
	Actions Needed <i>EU institutions will undertake the following actions, while the EU Member States and all other relevant stakeholders²⁰ are encouraged to do likewise as appropriate:</i>		Who	When
6.1	Promote initiatives that strengthen links across the different objectives for the implementation of the WPS Agenda (in relief and recovery rehabilitation, resettlement, reintegration, reconstruction and sustainable development policies, including gender mainstreaming in humanitarian and development aid and in emergency assistance).	All	LTA	
6.2	Promote the provision of, as needed, medical, psychosocial, legal and safety support to all victims/survivors of conflict-related SGBV and aim to ensure that they have the rights and the access to comprehensive healthcare information, shelter protection and services, as well as restorative justice and reparations.	All	LTA	
6.3	Engage in concrete actions to prevent stigma and ensure that survivors/victims, including children born of rape, are not re-victimised, rejected or ostracised.	All	LTA	
6.4	Support the relief, recovery and rehabilitation of women and girls affected by the conflict in third countries and within the EU. This includes that asylum law, policies and procedures must respect and guarantee that all women, girls and all survivors of conflict-related SGBV benefit from equal rights and standards during proceedings.	All	LTA	
6.5	Ensure that EU policy development and implementation build on women's local experiences and priorities during the relief and recovery phase.	All	LTA	
6.6	Find ways for the reintegration of women and girls associated with parties-to-conflict and that their specific needs are taken into account in Disarmament, Demobilisation and Reintegration (DDR) processes.	All	LTA	

²⁰ Such as third parties, international, regional, sub-regional and civil society organisations.

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ANNEX 1 - Indicators

Nr	Description	Relevant GAP II Indicators
1	N# and proportion ²¹ of women mediators, negotiators and technical experts present in formal as well as informal peace processes where the EU and its MS are engaged, with specific mention of those in leadership positions.	
2	N# and proportion ²¹ of women in EEAS structures, EU Institutions, CSDP Missions and Operations, and in all EU MS, with specific mention of those in leadership and senior positions such as Heads of diplomatic missions, EU Delegations, and CSDP Missions and Operations; as well as EU staff participating in UN, NATO and OSCE missions and operations at all levels, including military and police staff at all levels.	2.2.1
3	N# of gender focal points/persons with gender-related responsibilities in their job descriptions, and N# of persons that are evaluated against this, in a) EEAS, b) Commission Services, c) EU Delegations, d) CSDP Missions and Operations, and e) EU Special Representatives, including N# of fulltime gender advisors and gender subject matter experts in EU Delegations and CSDP Missions and Operations.	3.2.1, 3.2.2, 3.2.3, 3.3.1, 3.3.3
4	N# and percentage of men and women staff at all levels, a) EU HQ b) diplomatic staff, c) civilian staff and d) military staff, participating in CSDP missions and operations that are trained on WPS.	3.2.1, 3.2.2, 3.2.3, 3.3.1, 3.3.2, 3.3.3
5	Proportion ²¹ of staff trained on conduct and discipline that includes content-related to SEA and harassment including SH, among a) EU HQ b) diplomatic staff, c) civilian staff and d) military staff participating in CSDP missions and operations.	
6	N# and details of EEAS job descriptions and terms of reference that include Gender Equality and WPS responsibilities.	3.2.1, 3.2.2, 3.2.3, 3.3.1, 3.3.2, 3.3.3
7	N# and proportion ²¹ of staff in the EU and its MS's in counterterrorism, prevention and countering of violent extremism (P/CVE) bodies, who have gender expertise.	
8	N# and details of EU mentoring, advising, and other capacity-building activities on WPS for institutions, such as in the security and judicial systems in conflict settings.	3.2.1, 3.2.2, 3.2.3, 3.3.1, 3.3.2, 3.3.3
9	N# and details of EU capacity-building on WPS in <i>inter alia</i> conflict prevention, peace-building and mediation support to partners and third countries.	
10	Proportion ²¹ of funded projects and initiatives related to WPS, including for relief and recovery programmes.	
11	N# and details of projects/programmes by theme: a) Security (and Justice) Sector Reform [S(J)SR], b) Disarmament, Demobilisation and Reintegration (DDR), c) humanitarian aid, d) good governance, e) human rights, f) transitional justice, where a gender perspective is mainstreamed.	4.1.1, 1.4.3
12	Total expenditure and proportion ²¹ of EU and its MS's cooperation programmes in partner countries allocated to WPS, gender equality, peace-building and conflict prevention. N# of civil society organizations that participating in such programmes	18.3, 17.7
13	N# and proportion ²¹ of the EU and its MS's national strategies and total annual budget allocated to prevent violent extremism in partner countries, including on drivers and deterrents that target Gender as a principal or significant objective.	17.7
14	Total expenditure, N# and details of projects/by country that implements support services for SGBV including sexual and reproductive comprehensive health information and healthcare services.	7.4

²¹ All mentions related to "proportion of" should be understood to relate to the specific circumstances, conditions, timeframes, under which the assessment is being made every time.

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15	Details of activities addressing the different WPS-related impacts of climate change, land degradation, desertification and drought.	3.2.1, 3.2.2, 3.2.3, 3.3.1, 3.3.2, 3.3.3
16	N# of statements and commitments made by EU officials concerning WPS, including women's participation in peace processes.	
17	N# of EU actions on conflict prevention, mediation, peacebuilding, peace negotiations, conflict resolution and reconstruction/rehabilitation that used or were based on, amongst others, gender analyses.	
18	N# and details of actions taken to establish and perform gender-responsive leadership and management.	3.3.3
19	N# and details of EU and its MS's bilateral and regional dialogues that include WPS-related priorities and commitments in outcome documents, conclusions and/or targets, including civil society contributions. N# and details of EU bilateral and multilateral agreements and/or joint activities and programmes on WPS and gender equality with partners inter alia UN, AU, NATO, CoE, OSCE, and ASEAN.	18.2, 4.1.1, 18.3, 1.1.1
20	N# and details of institutionalised as well as <i>ad hoc</i> EU-led and/or supported consultations with CSOs, including women's organisations, women activists, regarding implementation of (i) the Strategic Approach, as well as (ii) WPS policies in partner countries.	
21	N# and details of actions taken by the diplomatic missions of the EU and its Member States, CSDP Missions and Operations or HQ to address WPS issues raised by local civil society, especially women's organisations.	18.2
22	N# of NAPs or other national policies related to WPS adopted by EU MS and N# of civil society organisations contributing to the formulation, implementation, and evaluation of WPS-related EU and EU-supported NAPs, documents or policies in third countries.	18.2
23	N# of reported and investigated cases of all forms of harassment including SH, of, and by, EU staff in line with a survivor-centred approach.	7.3
24	N# of reported, investigated and adjudicated cases of SEA against women, girls, men and boys in line with a survivor-centred approach.	7.3
25	N# of EU-supported activities aiming at strengthening the institutional social support and safety systems available for survivors of SGBV and addressing protection of rights and justice responses to SGBV in conflict and post-conflict situations affecting women, girls, men and boys.	18.1
26	Total expenditure, #N and details (per country) of projects that implement support services for victims/survivors of SGBV/SEA and where available, and in line with a survivor-centred approach, #N of victims/survivors reached with these projects.	
27	N#, proportion ²¹ and country of origin of female and male asylum seekers who have obtained the status of refugee or benefit from subsidiary protection in the EU.	
28	N# and details of support provided for refugee and asylum-seeking women's and girls' economic and social empowerment in the country of origin, in refugee camps, in transit or the country of destination.	
29	Best practices and challenges, of EU and its Member States policies and initiatives on protection measures and how they affect / benefit women, men, boys and girls refugees or asylum seekers from countries affected by armed conflict.	
30	Provide details of best practices/media stories illustrating the output of Gender- and WPS-related objectives and tasks in mandates and planning documents for CSDP Missions and Operations.	

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ANNEX 2 - Gender Action Plan 2016-2020 (GAP II) Indicators

1.1.1	Annually, N# of EU positions for key international agendas that included a focus on gender equality, and the rights of girls and women
1.1.2	N# of political/policy dialogues between EU actors and partners in the country that raise gender equality issues per year and at country level
1.4.2	N# of partner countries with gender donor coordination mechanisms led by the EU on donor side
1.4.3	N# of Human Rights country strategies that include gender equality as an objective
2.2.1	Ratio of women as EU Heads of Missions (Baseline 2014: 24%)
2.3.1	N# of good practices highlighted in Institutional Annual Reports.
2.3.5	Findings of final independent evaluation of EU leadership on gender equality
2.4.3	Findings of independent evaluation of quality and reach of EU results for women and girls
3.2.1	N# of staff, disaggregated by level, trained on gender equality per year, and reporting changes in the way that they work.
3.2.2	N# of gender focal persons (or equivalent) trained per year.
3.2.3	Gender mainstreamed into all training provided ²²
3.3.1	N# of Gender Focal Persons (or equivalent) who have 3 years of gender expertise and/or more than 5 years of technical experience in a related field
3.3.2	N# of job descriptions that contain gender equality as an area of responsibility, by seniority
3.3.3	Gender point included in performance assessment systems for relevant staff (Management, Heads of Mission, Gender Focal Points etc.)
4.1.1	N# of thematic, bilateral and regional programmes per year using gender analysis to inform design.
4.3.1	% of programmes using findings of consultations with National Gender Equality Mechanisms, CSOs, women's organisations, to inform action design.
6.1.1	N# of research projects co-financed by EU (EUD/MS) on gender related issues
6.2.1	N# of partner countries with gender coordination mechanisms that include (international) actors working locally
6.4.1	N# of projects building awareness of local and national media on gender issues in partner countries and supported by EU
7.3	% of referred cases of SGBV against women and children that are investigated and sentenced (SDG 5.39)
7.4	% of girls and women aged 15-49 years who have undergone Female Genital Mutilation and Cutting (SDG 5.41)
12.4	% of eligible population covered by national social protection programmes (SDG 1.4)
12.5	N# of women of all ages, but especially at reproductive age, and children under 5 benefiting from nutrition related programmes with EU support (EURF)
12.6	N# of food insecure people receiving assistance through social transfers supported by the EU (EURF)

²² Milestone 1: mainstreaming started in 2016. Milestone 2: gender training is mainstreamed across all operational and management staff training by 2017

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17.7	N# of countries carrying out gender-responsive budgeting at local and national level with EU support
18.1	N# of women Human Rights Defenders who have received EU Support (EURF)
18.2	N# of partner countries that guarantees the CSOs right to associate, secure funding, freedom of expression, access to information and participation in public life
18.3	N# of Human Rights and Democracy Country Strategies that include gender equality objectives
19.2	% of women aged 15-49 years who intend to cut their daughters (UNICEF data collection)
19.3	N# of EU Partner Countries introducing quota systems to address discriminatory practices and improve women's representation in government institutions and decision-making positions
19.4	In EU Partner Countries, N# of communities that formally declare abandoning a practice that discriminates or harms girls and women of all ages
20.1	N# of deaths per 100,000 from climate-related and natural disasters – average over last ten years (disaggregated by sex) (EURF Level 1)
