Basic information

2000/0143(CNS) CNS - Consultation procedure Decision	Procedure completed
Gender equality: Community framework strategy, programme 2001-2005 Amended by 2004/0194(COD) **Subject** 4.10.04.01 Programmes and actions for gender equality	

Key players

European Parliament

Committee responsible	Rapporteur	Appointed
FEMM Women's Rights and Equal Opportunities	ERIKSSON Marianne (GUE/NGL)	26/01/2000

Committee for opinion	Rapporteur for opinion	Appointed
BUDG Budgets	SBARBATI Luciana (ELDR)	19/07/2000
LIBE Citizens' Freedoms and Rights, Justice and Home Affairs	The committee decided not to give an opinion.	
EMPL Employment and Social Affairs	The committee decided not to give an opinion.	

Council of the European Union

Council configuration	Meetings	Date
Employment, Social Policy, Health and Consumer Affairs	2313	2000-11-27
Employment, Social Policy, Health and Consumer Affairs	2323	2000-12-20

European Commission

Commission DG	Commissioner
Employment, Social Affairs and Inclusion	

Key events

Date	Event	Reference	Summary
07/06/2000	Legislative proposal published	COM(2000)0335	Summary

04/09/2000	Committee referral announced in Parliament		
10/10/2000	Vote in committee		Summary
10/10/2000	Committee report tabled for plenary, 1st reading/single reading	A5-0294/2000	
23/10/2000	Debate in Parliament		
24/10/2000	Decision by Parliament	T5-0454/2000	Summary
13/11/2000	Vote in committee		
15/11/2000	Decision by Parliament	T5-0503/2000	Summary
24/11/2000	Modified legislative proposal published	COM(2000)0793	Summary
20/12/2000	Act adopted by Council after consultation of Parliament		
20/12/2000	End of procedure in Parliament		
19/01/2001	Final act published in Official Journal		

Technical information

Procedure reference	2000/0143(CNS)
Procedure type	CNS - Consultation procedure
Procedure subtype	Legislation
Legislative instrument	Decision
Amendments and repeals	Amended by 2004/0194(COD)
Legal basis	EC Treaty (after Amsterdam) EC 013
Stage reached in procedure	Procedure completed
Committee dossier	FEMM/5/14103

Documentation gateway

European Parliament

Document type	Committee	Reference	Date	Summary
Committee report tabled for plenary, 1st reading/single reading		A5-0294/2000 OJ C 197 12.07.2001, p. 0008	10/10/2000	
Text adopted by Parliament, partial vote at 1st reading /single reading		T5-0454/2000 OJ C 197 12.07.2001, p. 0023-0078	24/10/2000	Summary
Text adopted by Parliament, 1st reading/single reading		T5-0503/2000 OJ C 223 08.08.2001, p. 0102-0149	15/11/2000	Summary

Council of the EU

Document type	Reference	Date	Summary
Document attached to the procedure	04667/2000	12/10/2000	Summary

European Commission

Document type	Reference	Date	Summary
Legislative proposal	COM(2000)0335 OJ C 337 28.11.2000, p. 0196 E	07/06/2000	Summary
Modified legislative proposal	COM(2000)0793 OJ C 096 27.03.2001, p. 0216 E	24/11/2000	Summary
Non-legislative basic document	COM(2001)0119	02/03/2001	Summary
Non-legislative basic document	COM(2001)0179	02/04/2001	Summary
Non-legislative basic document	COM(2002)0258	28/05/2002	Summary
Document attached to the procedure	COM(2003)0047	03/02/2003	Summary
Follow-up document	SEC(2004)1047	11/08/2004	
Follow-up document	SEC(2005)1044	29/07/2005	
Follow-up document	COM(2008)0503	13/08/2008	Summary
Follow-up document	SEC(2008)2365	13/08/2008	Summary

Other institutions and bodies

Institution/body	Document type	Reference	Date	Summary
EESC	Economic and Social Committee: opinion, report	CES1442/2000 OJ C 116 20.04.2001, p. 0070	30/11/2000	
CofR	Committee of the Regions: opinion	CDR0233/2000 OJ C 144 16.05.2001, p. 0047	13/12/2000	

Additional information

Source	Document	Date
European Commission	EUR-Lex	

Final act

Decision 2001/0051
OJ L 017 19.01.2001, p. 0022 Summary

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 15/11/2000 - Text adopted by Parliament, 1st reading/single reading

After having been sent back to the committee at the last plenary session, the resolution drafted by Mrs Marianne ERIKSSON (EUl/NGL, S) was adopted by a large majority with 14 compromise amendments which overcome the problems with the Commission. Parliament is proposing a financial reference of at least EUR 50 million for the period from 1 January 2001 to 31 December 2005. (Refer to previous stage in the legislative process, decision of committee responsible, for further details). In addition, the EU is invited to organise a European Equality week that will take place at Community level and in each Member State and applicant country. One such topic could be combating violence against women and children. The Commission should monitor and evaluate the programme and inform the Parliament on progress. The resolution also takes the view that women are poorly represented at all levels (Community, regional, national and local). It wishes to strengthen the participation of women in the decision-making bodies, including their role in the international missions. It should also be added that the Commission has noted that the external dimension of the programme cannot go beyond the EU's area of competence and that the programme cannot therefore apply to candidate countries.

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 24/10/2000 - Text adopted by Parliament, partial vote at 1st reading/single reading

The resolution drafted by Mrs Marianne ERIKSSON (EUL/NGL), S) on the Commission paper proposing a Community framework strategy on gender equality of the period 2001-2005 was referred back to the committee. This was due to significant differences on the proposal expressed by the Parliament and the other institutions. It is anticipated that the vote will be postponed until the November plenary session so that the draft resolution can still be adopted under the French Presidency. This approach was approved by 290 votes to 246 with 8 abstentions.

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 13/08/2008 - Follow-up document

The purpose of this Commission Staff Working Paper is to accompany the final evaluation report on the Community’s framework strategy and action programme relating to gender equality, 2001 -2006.

This document presents the final findings of the framework strategy. The Decision establishing the Community action programme requires the Commission to present an intermediary report as well as a final, independent report prepared with the help of external assistance. Following a call for proposal, the Commission, requested Deloitte to prepare the final, external evaluation report, which it received in December 2007. The Commission presented its intermediary evaluation report on the action programme in 2004.

Having set out the main aims and objectives of the framework programme and after having analysed the effectiveness of the programme, the document details how the framework strategy programme helped meet the objective of promoting gender equality.

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 02/04/2001

This Commission annual report to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions concerns equal opportunities for women and men in the European Union 2000. In June 2000, the Commission adopted the first comprehensive Framework Strategy on Gender Equality covering all aspects of the question. In line with the integrated approach, the Strategy makes use of all existing tools and structures, while supporting the development of new ones: monitoring, indicators and benchmarking. The Strategy is accompanied by a Programme, which will provide EUR 50 Million over the next 5 years for promoting gender equality. With regard to gender mainstreaming, this commits the EU to incorporating the goal of gender equality into the full range of its activities, not just those aimed directly at promoting it. It is a central element to the Commission's new Framework Strategy. With regard to gender equality in employment, there is still a large gender pay gap and the female employment rate is still 18 points below the male rate. In response, the Lisbon European Council in March set ambitious new targets for women: most importantly, measures should br taken to increase the female employment rate to 60% by 2010 from today's 53%. The Employment strategy should play an important part in achieving that target. With regard to a gender perspective in EU human rights policies, in 2000 the Commission put forward a proposal to amend the 1976 Directive on equal treatment. In addition to other initiatives, the Commission also announced its intention to propose a new gender-equality Directive in 2002, based on Article 13 of the EC Treaty. With regard to equality in the enlargement process, under the Commission's strategy paper on enlargement, endorsed at the Nice European Council, provisional completion for negotiations on employment and social policy are scheduled for the first half of 2001 for most countries. Hungary, the Czech Republic and Lithuania appear to be the front runners in passing Community legislation on gender equality into national law. However, on the whole, the institutional capacity is not up to the task of enforcing gender legislation. While the figure on labour-market inequalities appear to paint a more optimistic picture, the political participation of women is low and significantly below the EU average. Finally, with regard to promoting a gender balance in decision-making, women are still under-represented in the EU too. Work will continue under the Strategy for gender equality. At national level, a wide variety of measures have been tried to raise female representation, with varying degrees of success. The issue of women in business is only just starting to be addressed in a systematic way. Good statistics are needed to make the glass ceiling and other obstacles more visible. A recent Commission study found that only 23% of businesses in the EU are owned by women.

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 02/03/2001

This documents sets out the Community Framework Strategy on Gender Equality (Work Programme for 2001). This strategy embraces all Community policies in their efforts to promote gender equality. The Framework Strategy unites and coordinates the different initiatives and programmes across the Commission under a single umbrella, around clear assessment criteria, gender proofing and evaluation, monitoring tools and the setting of benchmarks. This new approach raises the profile of the range of existing Community activities for the promotion of gender equality, and ensure their global consistency by identifying overlaps thus optimising efficiency and visibility inside and outside the Commission. The Framework Strategy encompasses the following fields of intervention: 1) promoting gender equality in economic life : this area focuses on gender gaps in the labour market and the ways to tackle them. The aims are to increase the employment rate of women, to reduce the unemployment rates among women, the gender segregation of the labour market and to significantly reduce the gener pay gap which still remains at 20%. 2) promoting equal participation and representation : this area covers the lack of women's participation in decision-making bodies. The actions include strategies and instruments to promote women political, economic and social decision-making at all levels, including activities in external relations and development co-operation. 3) promoting equal access and full enjoyment of social rights for women and men : here the objective is to effectively apply gender mainstreaming to all policy area which have an impact on women's daily life such as transport, public health and the fight against discrimination on other grounds, to continue to improve the applciation of Community legislation, in particular on social protection and in the areas of parental leave, maternity protection and working time and to find ways and means of more easily reconciling family and working life. 4) promoting gender equality in civil life : this area covers the enforcement of human rights of women through promotion of human rights of women, enforcement of equal opportunity rights and strengthen the fight against gender-related violence and trafficking in women. 5) promoting change of gender roles and stereo-types : this covers gender mainstreaming in education, training, culture, science, media, youth and sports policies. Furthermore, this report also sets out priority actions for 2001 which shall be implemented by all Commission services.

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 03/02/2003

This document consists of the third annual work programme of the Community Framework Strategy on Gender Equality and sets out the Commission's planned activities for 2003 in order to promote gender equality in all policy areas. This work programme takes the Commission to the mid-point of the 5-year Community Framework Strategy on Gender Equality (2001-2005), at which stage there will be a more detailed study of the progress made in the implementation of gender equality within the various services of the European Commission, including the evaluation of resource implications (human and financial). The Commission gender equality work programme for 2003 builds on the successes achieved in 2002 and includes pro-active as well as reactive interventions, i.e. adjusting existing policies by applying gender mainstreaming, and introducing specific interventions designed to improve the situation of the disadvantaged or under-represented sex in the respective policy area. The gender equality work programme consists of a dual approach - horizontal priorities applicable to all Directorates General and services; and policy specific initiatives by each Directorate-General and service, covering: - the integration of a gender perspective in policy initiatives (gender mainstreaming) and - specific actions addressed to the disadvantaged or under-represented gender in the relevant policy area. The following priority actions will be implemented by all Commission services: - the endorsement of the generalised approach of Impact Assessment. From 2003, an Impact Assessment based on the three pillars of social, economic and environmental sustainability will gradually be applied to all major new initiatives, i.e. those which are presented in the Annual Policy Strategy or later in the Work Programme of the Commission. This impact assessment will replace existing requirements for business impact assessment, gender assessment, environmental assessment, small and medium enterprises assessment, trade impact assessment, regulatory impact assessment etc. Indeed, the new integrated Impact Assessment tool builds on these existing practices and incorporates them into the new tool; - it remains however for individual DGs to ensure that the impact assessments they conduct take into account gender impacts as well. It is equally important that in addition to impact assessments of new policy initiatives, the work of gender mainstreaming continues especially for existing policy initiatives, as part of interim and ex-post policy analysis. - since gender sensitive policy planning and analysis require gender desegregated data as input in the relevant policy area, each service will enhance its efforts to collect gender desegregated data and systematically break down by gender all related statistics. All services will continue the development of indicators, which will allow assessment of progress of gender equality in that policy; - the document shows that there is still a need for awareness-raising on gender issues in the Commission services and for training of the Commission staff on the methods for assessing the different impact of policies on women and men respectively and for mainstreaming a gender equality perspective into thepolicy planning and implementation process. Each Directorate-General and service will therefore insert gender mainstreaming modules in its training plans for staff members of all levels, in particular management level. This may take the form of specific gender equality or gender mainstreaming training sessions or as modules of general training courses. Lastly, the document covers the issue of gender balance in committees and expert groups. The results of the 2002 survey indicate that in comparison with the previous 2 years, the number of women in committees and groups has slightly increased. However, this upward shift is due to the enhanced nomination of women by other bodies, while Commission appointed members seem to have become less gender balanced.

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 13/08/2008 - Follow-up document

The purpose of this Communication is to present the final evaluation report on the framework strategy and Community action programme on gender equality 2001 -2006.

The aim of the Community framework strategy on gender equality was to establish a single coordinated framework for all the Commission’s activities in this field. The strategy sets out five priority objectives: gender equality in economic life; equal participation and representation in decision-making; equal participation and representation in decision-making; equal access to social rights; gender equality in civil life; and the overcoming of gender stereotypes.

The Community action programme, established in 2001, was drawn up to support the implementation of the framework strategy through across-the-board and coordination activities for a total budget of € 61 742 241 spread over the three strands of activity. **Strand 3** – cooperation between the parties concerned – absorbed the largest share of the budget (45%), followed **by Strand 1** – raising awareness of the Community dimension of equality (38%) – and **Strand 2** – Analysis and evaluation (16%).

The main findings of the report are as follows:

- In the field of **employment**, the work of the experts helped strengthen the Community dimension of policy on gender equality among national policies through the analysis of national employment plans and the availability of statistics.
- The framework strategy has also clearly resulted in progress on **promoting equality in participation and representation** at Community level.
- Activities to **promote equal access to social rights** made it possible to accompany the implementation of equality objectives in the open method of coordination in the field of social protection and inclusion, particularly through the work of experts.
- Various initiatives have been taken in the field of **equality in civil life**.
- Efforts to overcome **gender stereotypes** were also backed up by activities geared to the respective roles of women and men in society.
- The framework strategy and the programme have made a considerable contribution to improving **governance** at European level.

To conclude, the aims of the framework strategy were ambitious as they required account to be taken of the principles of equality in all the Union's policies. The five policy areas identified for structuring the framework for Community action corresponded with the main challenges to be taken up in order to support the equality objectives. By presenting this overall framework, the Commission has created the requisite conditions for coordinated implementation of the various instruments. The structural funds have been a crucial financial tool for ensuring that equality is taken into account in the policies of the Member States. Targeted Community activities have increased the effectiveness of legislation on equality and supported the various institutions and civil society in effectively promoting equality in all the areas in question.

The programme has demonstrated its value through its ability to support the implementation of the equality objectives and to strengthen the coordination mechanisms and governance at European level. The measures that have supported the promotion of values and improved understanding of equality questions are very useful for Community action.

Despite this positive assessment, there are still major gender inequalities. In March 2006, the Commission adopted an equality roadmap in order to take up these challenges. This is aimed at combating gender inequality in six priority areas. In order to flesh out its commitments, the Commission is identifying the activities for which it is competent in the various fields and the corresponding deadlines, and strengthening the governance and monitoring mechanisms. The funding for work on equality under the new programme – 'PROGRESS (2007-2013)' – will make it possible to support the Commission in the implementation of the roadmap activities. By merging the previous programmes into a single programme, PROGRESS also makes it possible to take better account of gender equality in all its activities.

There are still many challenges to be taken up in the field of gender equality that will require the commitment of all the parties concerned. The Commission has undertaken to strengthen its framework for action while calling on the others to play their part. Employers and employees at European level have undertaken to implement their framework for action on equality. Civil society and the NGOs are also determined to strive to eliminate gender inequality. Making progress on gender equality is also a task for the Member States. In March 2006, the European Council gave a clear political signal to the Heads of State and Government by laying down the priorities of equality policy in the European Pact for Gender Equality.

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 12/10/2000 - Document attached to the procedure

On 7 July 2000, the Commission transmitted to the Council a proposal for a decision relating to the programme concerning the Community framework strategy on gender equality (2001-2005). In a letter dated 25 July 2000, the Council consulted the Parliament on this proposal. In its proposal, the Commission foresees a Consultative Committee. However, throughout the discussions the delegations decided unanimously that this Consultative Committee should in fact be a Joint Committee. Therefore, the Council is informing the European Parliament of this substantial amendment to comitology. A new Article (6a) has been put in place to clarify the aims of this Joint Committee This Commission shall keep this Committee regularly informed about other Community action contributing to the promotion of gender equality. Where appropriate, the Commission shall establish regular and structured cooperation between this Committee and the monitoring committees established for other relevant policies, instruments and actions.

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 20/12/2000 - Final act

PURPOSE : to establish a Programme relating to the Community Framework Strategy on gender equality. COMMUNITY MEASURE : Council Decision 2001/51/EC establishing a Programme relating to the Community framework strategy on gender equality 2001-2005. CONTENT : this Decision establishes, for the period from 01.01.2001 to 31.05.2005, a Community Action Programme, with a financial framework of EUR 50 million for the foreseen period. The Programme is one of the instruments necessary for the implementation of the overall Community strategy on gender equality, which embraces all Community policies and action aimed at achieving gender equality, including gender mainstreaming policies and specific actions targeted at women. It shall coordinate, support and finance the implementation of horizontal activities under the fields of intervention of the Community framework strategy on gender equality. These fields of intervention are: economic life, equal participation and representation, social rights, civil life, gender roles and stereotypes. The main objectives of the programme are the following: 1) to promote and disseminate the values and practices underlying gender equality; 2) to improve the understanding of issues related to gender discrimination and multiple discrimination against women, by evaluating the effectiveness of policies and practice through prior analysis, monitoring their implementation and assessing their effects; 3) to develop the capacity of players to promote gender equality effectively, in particular through support for the exchange of information and good practice and networking at Community level. With a view to achieving these objectives, the following Community actions will be implemented within a transnational

framework: a) raising awareness, primarily by emphasising the Community dimension of the promotion of gender equality and by publicising the results of the programme, in particular through publications, campaigns and events; b) analysis of factors and policies relating to gender equality, including the collection of statistics, studies, gender impact assessment tools and mechanisms, development of indicators and benchmarks and effective dissemination of results. Ths will also include monitoring of the implementation and application of Community equality law by evaluating legislation and practice in order to assess their impact and effectiveness; c) transnational cooperation between parties through the promotion of networking of experiences at Community level. The Commission shall be responsible for the implementation of the Programme. The Commission and the Member States shall ensure consistency and complementarity between action undertaken under this Programme and other relevant Union and Community actions, such as those supported by the DAPHNE, STOP, PHARE and MEDA Programmes, the research framework programmes to combat social exclusion, the social agenda and the Community action programme to combat discrimination 2001-2006. Furthermore, the participation of this programme shall be open to EFTA/EEA countries, the associated countries of Central and Eastern Europe, Cyprus, Malta and Turkey, funded by additional appropriations in accordance with procedures to be agreed with those countries. The Commission shall submit an interim report by 31.12.2003 at the latest to the European Parliament, the Council, the Economic and Social Committee and the Committee of Regions. It shall submit a final evaluation report on the Framework Strategy by 31.12.2006 at the lastest. All evaluation reports shall indicate the extent to which funds have been made available to the Commission, the Member States and public bodies and to NGOs. ENTRY INTO FORCE : 20.12.2000.

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 28/05/2002

This Annual Report, the sixth on Equal Opportunities for Women and Men in the EU, presents an overview of the main developments at European and national level in 2001 and outlines perspectives for 2002. 2001 was the first year of the implementation of the Framework Strategy on Gender Equality. Some interesting new activities were selected for the integration of a gender equality perspective, for instance: - World trade and globalisation (DG Trade) - The integrated product policy, in particular waste management (DG Environment) - Asylum and refugee policy (DG Justice and Home Affairs) - An interpretative communication on the incorporation of social aspects in public procurement, including equality of treatment and opportunity between men and women (DG Internal Market in co-operation with DG employment). In order to give more details of progress, a Gender Scoreboard has been prepared. Despite a good start, more needs to be done. Progress within policy areas must be tracked by the use of gender indicators. A new Action Programme for which a priority theme is selected each year accompanies the Framework Strategy. The theme for 2001 was the gender pay gap. Progress towards the Lisbon objectives is assessed on the base of structural indictors, which now includes an indicator on gender pay differentials. In practice the majority of the 27 projects selected in 2001 under the Action Programme deal with equal pay issues. The total funding for them is approximately EUR 8 million. The results are expected for 2003. With regard to enlargement, candidate countries are required to have the nine equal opportunities directives at the time of entry. Legislation itself is, however, not enough. Structures such as equality bodies, ombudspersons for equality and independent advice are key. In 2002, the spotlight will be on reconciling work with family life. It will also be a year for reinforcing gender equality legislation. In this connection, there is now political agreement on the amendment to Directive 76/207/EC on equal treatment in employment. For the first time at EU level, binding legislation will now define sexual harassment and establish that it constitutes a form of sex discrimination. The new directive includes provision for reinforcement, compensation without an upper limit and sanctions. Finally, in advance of the elections to the EP in 2004, the Commission envisages concentrating its 2003 activities on the promotion of gender balance in decision-making.

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 07/06/2000 - Legislative proposal

PURPOSE : Communication and Programme relating to the Community framework strategy on gender equality. CONTENT : this document contains two parts. The first part is a Communication which sets out the Commission's ideas on a strategy on gender equality over the next five years. The purpose is to establish a framework for action within which all Community activities can contribute to attain the goal of eliminating inequalities and promoting equality between women and men, as set out in Article 3(2) of the Treaty, either by adjusting policies and/or by implementing concrete actions. This integrated approach marks a change from the previous Community action on equal opportunities, mainly based on compartmental activities and programmes funded under different specific budget headings. The framework Strategy aims at coordinating all the different initiatives and programmes under a single umbrella built around clear assessment criteria, monitoring tools, the setting of benchmarks, gender proofing and evaluation. There are five inter-related fields of intervention: economic life, equal participation and representation, social rights, civil life and gender roles and stereotypes. Within each field, the Communication sets out operational objectives, such as strengthening the gender dimension in the European Employment Strategy, and improving the use of the use of the Structural Funds for the promotion of gender equality. The second part of the document sets out a supporting programme which will develop the horizontal and coordinating actions (such as networking, awareness-raising) required successfully to implement the framework strategy. The programme will have the following objectives: - to promote and disseminate the values and practices underlying gender equality; - to improve the understanding of issues related to direct and indirect gender discrimination by determining where it exists and to what extent and by evaluating the effectiveness of policies and practices. - to develop the capacities of key players (independent bodies responsible for the promotion of gender equality, social partners and non-governmental organisations) to promote gender equality effectively, in particular through supporting the exchange of information and good practice and networking at Community level. In order to achieve these objectives, actions will be undertaken - awareness raising, primarily by emphasising the Community dimension of the promotion of gender equality and publicising the results of the Programme, through publications and campaigns. - analysis and evaluation of factors and policies, including the collection of statistics, studies, gender impact assessment etc. -capacity building, through the promotion of networking and exchange of experiences at Community level. EFTA/EEA and candidate countries may participate in the Programme, which will run from 1 January 2001 to 31 December 2005. The total budget is EUR 10.65 million.

Gender equality: Community framework strategy, programme 2001-2005

2000/0143(CNS) - 24/11/2000 - Modified legislative proposal

This amended proposal for a Council decision presented by the Commission concerns the Programme relating to the Community framework strategy on gender equality (2001-2005). The main amendments incorporated into the Commission's initial proposal include the following: - reinforced links between the framework strategy and the Community programme relating to it, inter alia, by stating that the first objective of the programme is to assist in the implementation of the framework strategy; - the spelling out of the role of the programme in supporting gender equality in the applicant countries; - further clarification has been included of the need for consistency and complementarity with activities under other Community programmes and initiatives, including the programmes DAPHNE, STOP, the fight against poverty and social exclusion and the research programme and the social agenda; - the role of non-governmental organisations and the social partners in the programme has been highlighted and the Commission will make the relevant information available to them; - recognition of the importance of strengthening the capacity of key players involved in promoting gender equality, facilitating networking and promoting the synergy among the different networks; - in the annexes, further clarification has been added regarding the examples of actions to be implemented by the programme under the different strands; - finally, recognition of the significance of gender equality of recent Council texts in the area of employment and reference to the declaration and platform for action adopted at the UN Fourth Conference on Women.