



Gender-responsive public procurement (GRRP) in the EU

17th PRIMO Forum / 29 May 2024 / Tbilisi

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What is GRPP?

Public procurement that promotes gender equality

Buyers and suppliers assess the impact of contracted activities on diverse women's and men's needs, interests and concerns

Design and deliver contracts in a way that reduces gender inequalities

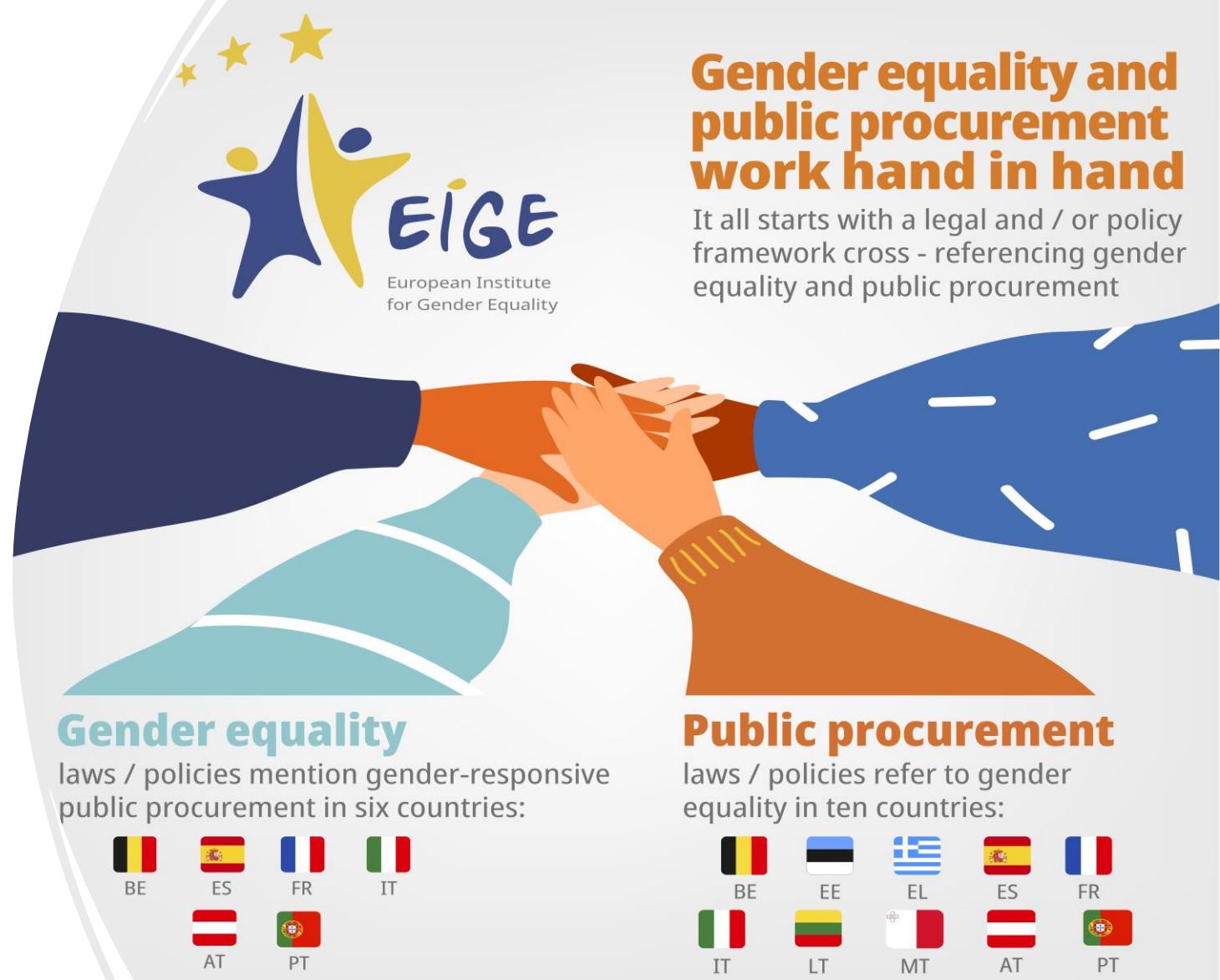


Source: [EIGE \(2022\), GRPP: step-by-step toolkit](#)



10 Member States GRPP provisions

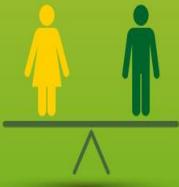
No GRPP measures in 12 Member States



Source: [EIGE's 2022 data collection on GRPP](#)

GRPP can help to:



<p>Increase the number of women in the workforce.</p>  A green and yellow upward-pointing arrow icon with a shadow, symbolizing growth and increasing numbers.	<p>Balance the number of women and men in the workforce, especially in sectors with under-representation of one of the sexes.</p>  A yellow female figure and a green male figure standing on a balance scale, symbolizing equality and balance.	<p>Improve working conditions, e.g. in relation to health and safety, for jobs or sectors where health hazards may be different for women and men, or in relation to wages, for traditionally low-paid jobs or sectors where women are the main workforce.</p>  A yellow female figure and a green male figure standing on a balance scale, with a grey circle containing a white euro symbol (€) placed on the scale, symbolizing improved working conditions and wages.	
<p>Improve work-life balance and the sharing of care responsibilities between women and men.</p>  A green balance scale with a yellow briefcase on the left and a green house with a chimney on the right, symbolizing the balance between work and family life.	<p>Achieve a gender-balanced and diverse composition of the service providers' teams.</p>  A row of five icons representing diversity: a person in a wheelchair, a person in a yellow vest, a person in a green uniform, a person in a blue uniform, and a person in a yellow vest.	<p>Prevent sexual harassment at work.</p>  A yellow circle with a diagonal slash over a green hand, symbolizing the prevention of sexual harassment.	<p>Address the different needs that women and men beneficiaries or end users might have in relation to the goods, services or works to be purchased, e.g. depending on their age, family situation, disability or socioeconomic status.</p>

Source: EIGE (2022), [Gender-responsive Public Procurement in the EU: Report](#)



How to introduce GRPP? Dos and don'ts

Framework: Directives 2014/24/EU (Public Sector); 2014/25/EU (Utilities) and 2014/23/EU (Concessions), Treaty principles and National legislation

GRPP must be limited to supplies, services or works subject of the contract and to the human resources allocated to the execution of the contract

Criteria and condition requirements must be linked to the subject matter of the contract

Prohibition of considerations related to general company policy on gender equality

Not possible to reserve contracts for women's own companies



Source: [EIGE \(2022\), GRPP: step-by-step toolkit](#)

How to advance gender equality through the public procurement cycle?

Pre-procurement

Conduct needs assessment and market consultation to identify gender impacts of the contract

Include gender equality in the **subject matter** of the contract

Choose an appropriate **procedure** which best allows for GRPP

Consider using a **light regime / reservations / lots** to promote greater participation of women-owned businesses

Use gender-sensitive language in **tender documents**

Procurement

Apply **exclusion criteria** to reject bidders who have a poor record on gender equality issues

Apply **selection criteria** to choose bidders who can implement GRPP

Devise **technical specifications** which reflect gender aspects of the contract

Apply **award criteria** to target specific gender equality issues in the delivery of the contract

Request third-party **labels** or **certifications** which certify gender equality compliance

Post-procurement

Apply **contract performance conditions** that require actions related to gender equality

Set up **monitoring and reporting** on GRPP clauses

Require GRPP clauses to be applied by **subcontractors**

Enforce compliance with GRPP clauses through the application of **contractual remedies**

Collect **statistics** on GRPP



Guiding questions

Do the services, supplies or works I intend to buy have different implications for women and men?

Do women and men, in all their diversity, have **different needs** in relation to the services, supplies or works?

Which social, labour **laws** and collective agreements that promote **gender equality at work** are **applicable** to the contract?



Source: [EIGE \(2022\), GRPP: step-by-step toolkit](#)

Gender-sensitive subject matter

Does the service impact the lived realities of women and men differently?



Mobility services contract: subject matter could refer to women and men's differences regarding journey types and the use of public transport

Examples exclusion criteria

Spain: Law 9/2017 on public sector contracts sets out an exclusion criterion for non-compliance with the obligation for companies with more than 250 employees to have a gender equality plan

Italy 2006 Code of equal opportunities between men and women sets out the possibility to exclude an economic operator from public contracts for up to 2 years if discrimination is discovered

Italy 2021 RRF PP guidelines:
Economic operators with more than 50 employees obliged to submit staff status report and excluded in case of noncompliance



Source: [EIGE \(2022\), GRPP: step-by-step toolkit](#)



Selection criteria

Taking account of specific skills **experience and capacity** to implement gender aspects of the contract

Example: in a contract to deliver community health services, bidders could be required to demonstrate prior experience in reaching both women and men and addressing their respective health issues

Non creating barriers to participation of 'non-traditional' contractors, which may include SMEs, women-owned businesses and social enterprises (e.g. minimum annual financial turnover)



Source: [EIGE \(2022\), GRPP: step-by-step toolkit](#)



Example award criteria

Award



Possible to have a criterion which concerns **gender equality** in recruitment and staffing for the purposes of the contract being awarded

Not possible to award more marks to a company on the basis of its overall **gender balance** as this would go beyond what is relevant to the contract

Example: Quality of methodology to ensure that both women's and men's needs are met in the delivery of the service

Source: [EIGE \(2022\)](#), GRPP: step-by-step toolkit



Example contract performance conditions

City of Vienna: differentiated catalogue of measures for gender equality during the performance of the contract

- >50.000 EUR
- >20 employees
- > 6 months
- Financial penalty

Nachfolgend einige praktische exemplarische Hinweise zu den Nachweismöglichkeiten:

Maßnahme nach § 2 FFV	Möglichkeit des Nachweises		
Nr. 1 Umsetzung eines qualifizierten Frauenförderplans	Vorlage des betrieblichen Frauenförderplans, der im Rahmen einer Gesamtstrategie konkrete Angaben dazu enthalten soll, mit welchen personellen, organisatorischen und fortbildenden Maßnahmen die Gleichstellung von Frauen gefördert werden soll sowie als Nachweis der Umsetzung eine kurze Beschreibung, in welcher Art und Weise der Plan für das Unternehmen Verbindlichkeit erhält (z.B. als Betriebsvereinbarung, etc.) und welche Punkte bereits in welcher Weise umgesetzt wurden.	Nr. 7 Überprüfung der Entgeltgleichheit im Unternehmen mit Hilfe anerkannter und geeigneter Instrumente	Angaben zur Prüfung ur Ein anerkannte und geei sondere das Verfahren eg
Nr. 2 Verbindliche Zielvorgaben zur Erhöhung des Frauenanteils an den Beschäftigten in allen Funktionsebenen	Vorlage der schriftlich geschlossenen Zielvorgaben sowie Angabe des Frauenanteils in allen Funktionsebenen vor Abschließen der Zielvorgaben und zum Nachweiszeitpunkt (ein bestimmter Frauenanteil als Ziel ist nicht vorgegeben).	Nr. 8 Angebot von Praktikumsplätzen für Mädchen und junge Frauen, insbesondere in Berufen, in denen Frauen unterrepräsentiert sind	Angabe, wie viele Prakti Mädchen und junge Fra der Maßnahme angebot wurden (eine bestimmte sowie deren Vergabe an vorgegeben).
Nr. 3 Erhöhung des Anteils der weiblichen Beschäftigten in gehobenen und Leitungsposten	Angabe des Frauenanteils in gehobenen und Leitungsposten vor Beginn der Maßnahme und zum Nachweiszeitpunkt (ein bestimmter Frauenanteil als Ziel ist nicht vorgegeben) sowie gegebenenfalls eine kurze Beschreibung, mit welchen Mitteln der Anteil erhöht wurde / werden soll.	Nr. 9 Teilnahme an anerkannten und geeigneten Maßnahmen und Initiativen, die Mädchen und junge Frauen für männlich dominante Berufe interessieren sollen	Angabe, wann das Unte nahme teilgenommen h i. S. d. Nr. 9 insbesonde
Nr. 4 Erhöhung des Anteils der Vergabe von	Angabe des Frauenanteils an Ausbildungsplätzen vor Beginn der Maßnahme und zum Nachweiszeitpunkt	Nr. 10 Spezielle Bildungsmaßnahmen nur für Frauen, die zur Erreichung qualifizierter Positionen befähigen sollen	Benennung der Bildung ons- und Führungstrain dung) und Angabe von gegebenenfalls Teilnehm
		Nr. 11 Bereitstellung der Plätze bei sonstigen betrieblichen Bildungsmaßnahmen für Frauen zumindest entsprechend ihrem Anteil an den Beschäftigten	Benennung der sonstige nahmen und Angabe de
		Nr. 12	Benennung der außerbe



Source: [EIGE \(2022\), GRPP: step-by-step toolkit](#)

Recommendations



Identify

Identify gender equality as an essential objective of procurement

Recognise

Recognise public procurement as a relevant tool for implementing gender equality policies

Establish

Establish dialogue and interdepartmental work

Set

Set support structures

Provide

Provide guidance and set targets with appropriate reporting and collection of data

- Report on [GRPP in the EU](#)
- [Step-by-step toolkit for implementing GRPP](#)
- [Factsheet on GRPP](#)
- [Guidance on using GRPP as a gender mainstreaming tool](#)
- [10 GRPP indicators](#)
- [URBACT GRPP training](#)

