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# ACTION PLAN FOR A **FEMINIST FOREIGN POLICY 2023-2024**

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# Introduction

*Equality between women and men is a matter of human rights and a condition for social justice and is also a necessary and fundamental prerequisite for equality, development and peace. A transformed partnership based on equality between women and men is a condition for people-centred sustainable development..*

Beijing Platform for Action. Chapter 1 (1998)

In 2021, the Government of Spain approved its Strategy for Foreign Action 2021-2024 and published the Guide to Feminist Foreign Policy: Promoting Equality in Spanish Foreign Action (henceforth, Guide). Both policy documents are committed to the active promotion of gender equality as a transversal principle and a priority of Spanish foreign action, in coherence with Organic Law 3/2007 for the Effective Equality of Women and Men, Law 2/2014 on the Action and Foreign Service of the State, and in line with the Third Strategic Plan for the Effective Equality of Women and Men 2022-2025.

The Strategy for Foreign Action 2021-2024 holds gender equality to be a distinctive feature and an internal rule for foreign action, with feminism as one of its fundamental principles. The Strategy explicitly conceptualises Spain's foreign policy and development cooperation as feminist-oriented.

In this context, too, the Second National Plan for Human Rights mainstreams gender analysis and the feminist approach, seeking to reduce inequalities and gender violence both within and beyond national borders.

This Plan incorporates numerous measures that are addressed in Spain's feminist foreign policy.

With this explicit undertaking, Spain forms part of the group of countries that consider gender equality a "distinctive element" of their foreign policy and make commitments of greater political significance to reinforce their regulatory framework at an international level, to defend human rights, combat gender violence and discrimination, accelerate the closing of gender gaps, overcome the structural inequalities that cause and deepen these gaps, and promote the empowerment and rights of women and girls. This decision was taken in the aftermath of the COVID-19 pandemic, which had a disproportionate impact on the women and girls who are most discriminated against and are in situations of greatest vulnerability. The pandemic highlighted the fact that gender inequality is a threat to the right to health, and underscored the urgent need to implement post-pandemic recovery strategies focused on combating the inequalities exacerbated by the health crisis. Gender equality is one of the guiding principles of Spain's action in the field of global health. Spain's commitment is



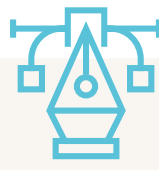
### PRINCIPLES

- Transformative approach
- Committed leadership
- Ownership
- Fostering alliances and inclusive participation
- 
- Intersectionality and diversity



### INSTRUMENTS

- Gender transformative approach
- Bilateral and regional diplomacy
- European Union
- Multilateral diplomacy
- Cooperation for sustainable development
- Consular protection and assistance
- Equality policies in the Foreign Service



### LINES OF ACTION

- Women, peace and security
- Combat violence against women and children
- Human rights of women and girls
- Participation of women in decision-making spaces
- Economic justice and women's empowerment



### ACTORS

- MAEUEC
- AECID. Inst. Cervantes.
- Carolina Foundation. Cultural Houses network, FIIAPP, etc.
- Ministries and other public agencies.
- NGOs (NGDOs and feminist organisations).
- Universities and research centres.
- Private sector.
- Multilateral organisations
- (UN / regional).

Source: *Guide to Feminist Foreign Policy: Promoting Equality in Spanish Foreign Action.*

especially meaningful in view of the lack of progress in the 2030 Agenda towards some of its goals and as we are faced by a critical global scenario in which the rights and freedoms that have been achieved thus far are currently threatened or even being reversed. Therefore, it is imperative to collaborate with more States and to strengthen our resolve so that feminist endeavours and transformative agendas can be sustained and the structural causes of gender inequalities overcome.

The Guide, which is one of the fruits of the above approach, forms part of the promotion and defence of the priorities and values of Spanish society. Moreover, it contributes to the necessary coherence between Spain's commitment to the promotion of equality and women's rights and its parallel responsibilities in terms of foreign action and applicable instruments (bilateral and multilateral relations, the EU, development cooperation, humanitarian action, security and defence).

In publishing this Guide and implementing its content, Spain is putting into practice its concept of a Feminist Foreign Policy (henceforth, FFP), supported by the dual strategy proposed by the Beijing Platform to accelerate progress towards gender equality objectives. This dual strategy: (i) establishes five lines of priority action to promote and defend

gender equality and the rights of women and girls; (ii) proposes the systematic incorporation of the gender approach into international relations and in all actions, instruments and phases of foreign policy.

To accompany the dual strategy, the Guide identifies the action principles, the instruments through which the FFP will be executed and the persons and agencies who should work together in this respect. The Guide also describes the elements and resources necessary for governance, implementation and monitoring.

The FFP is a further link in the chain that Spain began forging several decades ago to promote effective equality between women and men, and which today is supported by an advanced legislative framework. The continuing efforts of public institutions, the pioneering nature of the feminist approach in our international development cooperation policies and humanitarian action, the steadfast defence of the rights agenda by the feminist movements of our country and Spain's leadership in securing the broad-based approval of gender standards on substantive issues for the empowerment and rights of women and girls both precedes and contextualises Spain's feminist foreign policy.

# 2

## Action Plan for a Feminist Foreign Policy 2023-2024

The aim of the **Action Plan for a Feminist Foreign Policy 2023-2024** (henceforth, the Plan) is to structure and describe the application of the Feminist Foreign Policy Guide within the framework of Spain's Strategy for Foreign Action for 2022-2024.

The Plan follows the practical conception and dual strategy of the Guide and is in line with Spain's international commitments, especially those regarding the Beijing Platform for Action and the ECOWAS Commission, as well as the national regulatory framework for effective equality between women and men. It details how gender equality will be promoted in the policies, positions, instruments and programming of Spanish foreign policy, and identifies the measures that will be addressed by the Foreign Service. The proposal is based on current public policy instruments, strengthens Spain's compliance with its international commitments, promotes complementary mechanisms and determines where further collective efforts are needed to improve the effectiveness of our foreign policy. In short, the Plan contributes to the transformative objectives set for gender equality.

Based on the diagnosis made and on prior consultations, Figure 1 illustrates the assumptions made in shaping the Plan, the focal areas to be addressed and the expected results, both from Spain's foreign action and from the institutional reinforcements to the Foreign Service that will facilitate the process.

Consultations were held to identify the strengths, underlying assumptions and risks implicit in the four focal areas proposed, via which the Plan organises the application of the Guide. These lines of action will be followed to put into practice the five guiding principles of the FFP, and to incorporate the other dimensions of the Guide, namely the instruments to be employed, the lines of action adopted, the individuals and organisations involved, other resources deployed and monitoring mechanisms. Success in this endeavour will enable us to advance comprehensively and systematically towards a more effective foreign policy in terms of protecting and expanding the rights and freedoms of women and girls, in their diversity:

- **Feminist Foreign Agenda.** This focal area is addressed in conjunction with institutio-



nal efforts to combat gender inequalities and discrimination, and their association with other areas of inequality. In this respect, Spain will deploy a feminist-oriented diplomacy in the EU, in multilateral and bilateral cooperation agreements, in international cooperation for development and humanitarian action, and in global health actions. In promoting and defending the feminist agenda, Spain aims to (i) reinforce and consolidate the regulatory framework and global instruments that defend the rights and freedoms of women and girls, in their diversity; (ii) support the feminist agenda as a political objective, with specific measures in each of the focal areas prioritised in the Guide for the promotion of gender equality; (iii) apply the feminist approach in its foreign action by incorporating fundamental issues of equality in the policy dialogue, promoting meaningful political alliances and lending broad support to women's organisations and feminist movements.

- **Equality in the foreign service.** Directly related to Spain's increasing contribution to the Feminist Foreign Agenda, this focal area concerns the institutional im-

plications of "viewing gender equality as a distinctive feature and internal rule of foreign action" and the application of a transformative approach in the working methods and the institutional culture of the Spanish Foreign Ministry (MAEUC). Thus, the MAEUC is called upon to implement the measures set out in the Third Plan for Gender Equality within the General Administration of the State, progressively transforming both this Ministry and its associated agencies. The Plan has the following priorities: (i) to further advance towards gender parity, especially in higher and managerial bodies; (ii) to promote the application of measures favouring co-responsibility and a good work-life balance; (iii) to prevent sexual or gender-focused harassment and to protect victims of sexist violence; (iv) to raise awareness of equality concerns and provide training in this respect; (v) to strengthen institutional collaboration and coordination.

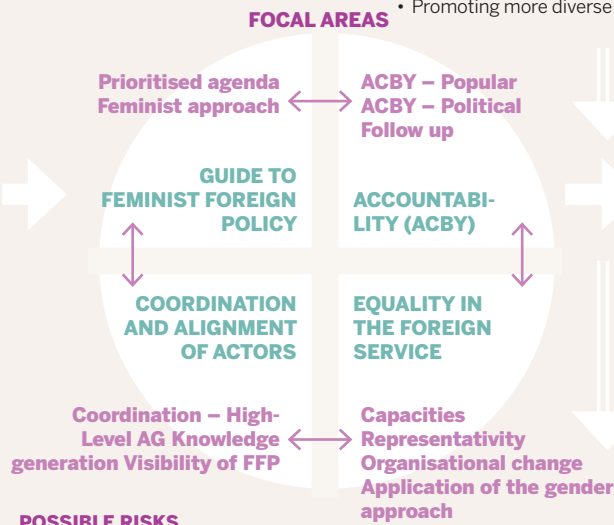
- **Coordination and alignment of actors.** As a new public policy under construction, the implementation of which will involve many organisations, this focal area addresses the establishment, dynamisation

# Action Plan for Feminist Foreign Policy 2023-2024

- ASSUMPTIONS**
- High-level-political leadership and commitment
  - Shared responsibility within the Foreign Service
  - Financial and human resources
  - Willingness to join forces
  - Execution of the MAEUEC Equality Plan

**STRENGTHS / CONTRIBUTIONS**

- Regulatory framework and public policies for gender equality
- Feminist-oriented foreign policy
- Feminist-oriented development cooperation
- Transversality expertise
- Broad-based structure of the Foreign Service
- Extensive presence in situ
- National structure of Equality Promotion Units
- Knowledge and skills regarding gender and transversality in public agencies.
- International alliances and networking
- Politically strong feminist movements
- Feminist-oriented academia and think tanks



- POSSIBLE RISKS**
- Overlapping political priorities
  - Stagnation or decline in investment
  - Insufficient human resources experts
  - Rhetoric without commitment
  - Changes in priorities
  - Laxity in organisational change
  - Weak facilitating factors
  - Depoliticisation of feminist agendas
  - Insufficient coordination

**FEMINIST FOREIGN POLICY**

- Spain is strengthening its commitment to the feminist approach in its foreign policy and reinforcing its leading position in the promotion and defence of gender equality and the rights of women and girls in all their diversity.

**RESULTS INSTITUTIONAL ADVANCES BY THE FOREIGN SERVICE IN ...**

- Gender capacities and intersectionality
- Balanced gender presence at all levels
- Reducing gender gaps
- Increasing resources
- Commitment and collective leadership in FFP (ownership)
- Incorporating the gender focus into programming and planning
- Improving inter-institutional coordination
- Incorporating equality-related issues into high-level dialogues and agendas
- Networking in the Foreign Service
- Fostering the participation of women's organisations in foreign action
- Data/evidence availability
- Institutional accountability
- Promoting more diverse teams

**FOREIGN ACTION HELPS WOMEN AND GIRLS...**

- participate fully, equally and significantly in conflict
- prevention and in making and keeping the peace;
- live free from all types of violence in all spheres and areas of life;
- effectively enjoy their rights;
- lead and participate to the full in all areas of society
- and decision-making;
- lead a dignified life with financial autonomy and free use
- of their time to achieve personal and professional development.

**CONTEXTUAL FACTORS**

and operation of mechanisms to promote coordination and dialogue, thus opening up institutional and political spaces and making Spain's foreign action more comprehensive. To this end, a High Level Advisory Group has been created and other coordination mechanisms are being strengthened to optimise the application of the FFP.

evaluation proposal, based on the theory of change (Fig. 1), in line with national and international accountability commitments. This item includes the presentation of an annual parliamentary accountability report on the contribution of feminist foreign policy to gender equality and the empowerment of women and girls.

- **Accountability.** An outstanding measure of this Plan is the monitoring and evaluation

# 3

## Focal areas and measures proposed

### FOCAL AREA 1.- FEMINIST FOREIGN AGENDA

Objective 1: Advance gender equality and protect the rights of women and girls, in their diversity, via a transformative foreign policy deployed in the EU and bilateral and multilateral forums, through international cooperation and in development and humanitarian action.

Describing Spain's foreign policy as "feminist" marks it out from traditional political practices. The feminist approach in this area requires us to address the underlying structural causes of gender inequalities and relate these to other factors of discrimination, in order to maximise the transformative power of efforts to achieve real and effective equality in society. This approach also involves promoting the empowerment of women and girls, enabling their effective participation and protagonism in the design and execution of foreign policy instruments, in the construction of peace and human security, and in the generation and improvement of international standards, and supporting diverse associations, alliances and platforms in favour of the rights of women and girls in their diversity.

The measures adopted in this focal area will contribute to collective efforts to meet SDG 5 and to ensure that all women and girls in their diversity: (i) participate fully, equally and meaningfully in conflict prevention and in the negotiation and consolidation of peacemaking;

(ii) live a life free of all types of violence in all spheres and areas; (iii) fully enjoy their rights, specifically the right to health, including the right to sexual and reproductive health; (iv) lead and participate in all areas of society and decision-making; (v) enjoy a dignified life with financial autonomy and time to enable personal and professional development.

The feminist approach to the foreign agenda calls for advances in: (i) incorporating key issues for gender equality, women's rights and freedoms into political positions, declarations and dialogues within governmental and non-governmental forums; (ii) strengthening networking within the Ministry, through its Secretariats of State, Embassies, the Permanent Representation in the EU, Cultural Houses and Foundations; (iii) providing broad-based support for women's organisations and feminist movements in all their diversity; (iv) promoting, establishing and strengthening alliances with other prgs that who can contribute to achieving progress in specific, lasting real-world rights for women and girls; (v) increasing the



proportion of women in leadership positions in the Foreign Service and supporting the candidacies and appointments of women to leadership positions in international agencies and organisations.

In the Plan, the measures comprising this focal area are structured in terms of the main areas in which the Foreign Service is actively involved, in alliance with other national and international actors. These measures will contribute to the feminist agenda and further protect the rights of all women and girls.

The existing legislation, standards and public policies to guarantee effective equality between women and men make Spain a world leader in defending the human rights of women and girls, in working to eliminate the violence exercised against them and in combating gender discrimination. In its bilateral and multilateral relations, regional initiatives and European Union involvement, Spain's foreign action incorporates measures that coherently transfer its commitment to the defence and promotion of the rights of women and girls to the necessary areas of action and recognises the need to address the structural causes of gender inequalities.

At the **multilateral level**, Spain will continue to strengthen its commitment to gender equality and the empowerment of women and girls, heightening and improving its collaboration in joint initiatives with like-minded countries that are active in this area. Strategic alliances will be renewed and political and financial support obtained for UN agencies and organisations working to achieve SDG 5. Spain is a solid, trustworthy ally in international forums, both in the defence of collective achievements in guaranteeing the rights of women and girls, and in countering potential threats in this respect.

Spain will support multilateral efforts to foster women's participation in innovation and intellectual property protection systems, so that they may benefit from the corresponding opportunities for economic growth and development. In addition, Spain will support the dissemination of policies to improve women's



access to and use of intellectual property systems, thus increasing the participation of women in the innovation ecosystem, opening up marketing possibilities and facilitating access to funding for their creative and innovative work.

Spain reaffirms its political commitment and leadership in the mainstreaming of the Women, Peace and Security Agenda (UN Resolution 1325 et seq.), in the promotion of international humanitarian law and in upholding its obligations regarding the protection of women and girls in the field of peacebuilding, in the security and defence policies designed and applied by the EU, UN, NATO and OSCE, and in support of these organisations' internal transversal processes based on the principle of gender equality.

Spain will also work to include the gender perspective in multilateral initiatives concerning global health, including the negotiation of an agreement on pandemic prevention, preparedness and response, within the framework of the WHO.

**Actions to be performed to promote gender equality and the rights of women and girls in their diversity, in the MULTILATERAL context**

	Description	Coordinating Body	Implementing Body	Ministry/ Agency	2023	2024
1	Establish strategic alliances with UN agencies with mandates related to SDG 5 and to gender mainstreaming in other SDGs; obtain political support and increased financing for the organisations and instruments that will most effectively advance the rights of women and girls. Join the forthcoming Strategic Partnership Frameworks with UN Women and UNFPA, making regular contributions to its funding and priority planning.	SEAEG SECI	SEAEG SEUE SEPICEM SECI	MIGD AECID	●	●
2	Promote and monitor the progress of the Generation Equality Forum Action Coalitions prioritised by Spain, a co-leader of the Coalition for Economic Justice and Rights, catalytic member of the Pact for Women, Peace and Security and Humanitarian Action (WPS-HA Compact), and member of the Global Alliance for Care and Global Alliance for Sustainable Feminist Movements. These areas of participation enhance the political and technical coordination of national public institutions and facilitate the monitoring of Spain's contributions to these Coalitions.	SEAEG SECI	SEAEG SECI	MIGD MITECO MITES AECID	●	●
3	Co-leadership of global work to promote women's rights and financial autonomy within the framework of the Action Coalition for Economic Justice and Rights, promoting and participating in international initiatives focused on decent work, healthcare policies and funding, equal access to and control of resources, and women's access to financing and digitalisation.	SEAEG	SEAEG SEUE SEPICEM SECI	MIGD AECID MITECO MINCOTUR MITES	●	●
4	Promote initiatives to mainstream gender equality within international organisations; strengthen political and financial support for the execution of equality plans by international organisations; foster programmes and political agendas to promote the participation of women and the empowerment of women and girls.	SEAEG SECI	SEAEG SEUE SEPICEM SECI	MIGD MITECO MCIN MITES AECID	●	●
5	Promote and support women's candidacies and appointments to leadership positions in international agencies and organisations with a record of commitment to gender equality and the empowerment of women and girls.	SEAEG	SEAEG SEUE SEPICEM SECI	MIGD AECID	●	●
6	Promote feminist approaches in international relations, via regular collaboration and the exchange of good practices and new understandings within the framework of the Networks of Gender Equality Ambassadors, Human Rights Ambassadors and Feminist Foreign Policy Ambassadors and the Feminist Foreign Policy+ Group at the UN Offices in New York and Geneva.	SEAEG	SEAEG SECI		●	●
7	Strengthen Spain's political coordination with countries that are active in feminist diplomacy within the UN system, in multilateral, regional and bilateral contexts, through its representations and missions abroad; bolster collective efforts towards global gender equality; ensure the incorporation of internationally agreed objectives and language in debates, forums and the construction of political positions and resolutions; and also in human rights and development agendas (including climate change, digitalisation, health care, education and human security).	SEAEG	SEAEG SECI	MIGD AECID	●	●
8	Monitor the UN General Assembly Resolution on women and girls and the response to COVID-19 (2020), promoted by Spain, and scrutinise its political impact and implementation in Member countries and regions.	SEAEG	SEAEG SECI	AECID	●	●
9	In international and regional forums, promote feminist diplomacy and the mainstreaming of the Women, Peace and Security (WPS) Agenda in political proposals and instruments for conflict prevention, mediation and management; underscore the strategic nature of the participation of women and their organisations in accordance with the provisions of the Agenda, and of the application of International Humanitarian Law to improve the protection of women and girls in armed conflicts and to comprehensively address gender inequalities.	SEAEG	SEAEG SEUE SEPICEM SECI	MDEF AECID	●	●
10	Promote the incorporation of the gender perspective into peacekeeping support and operations; increase the number of women in positions of responsibility and decision-making related to security; appoint advisors on gender issues in the military missions of these organisations.	SEAEG	SEAEG SEUE	MDEF AECID	●	●

11	Provide leadership and participation in multilateral and regional alliances, initiatives and platforms to support and promote the implementation of the WPS Agenda in areas such as the Network of Special Representatives and Ambassadors for Women, Peace and Security, the Network of Focal Points for Women, Peace and Security and the Commitment 2025 Initiative co-led by Spain and Finland.	SEAEG	SEAEG SECI	MDEF AECID	●	●
12	Prepare the final report of the Second National Plan for Women, Peace and Security and the draft of the Third Plan to apply UNSC Resolution 1325 and the WPS Agenda.	SEAEG	SEAEG SEUE SEPICEM SECI	AGE AECID	●	●
13	Strengthen support and collaboration for global efforts to prevent and end impunity for sexual and gender-based violence in conflict and post-conflict situations, supporting prevention efforts related to gender inequality, proposals to demand greater accountability by perpetrators, and initiatives to support women and girl survivors' access to justice, reparation and appropriate comprehensive care, including financial support for the International Criminal Court Trust Fund for Victims.	SEAEG	SEAEG SEUE SEPICEM SECI	MIGD MDEF AECID	●	●
14	Exercise leadership and participation in multilateral initiatives and alliances, such as the Global Alliance for Action against Gender-Based Harassment and Abuse on the Internet, to eradicate violence against women and girls and gender-based violence. Moreover, work to strengthen mechanisms of monitoring and accountability, such as the Group of Friends for the Elimination of Violence against Women and Girls; and support the mandate of the UN Special Rapporteur on Violence against Women and Girls and the UN Special Rapporteur on Trafficking in Persons.	SEAEG	SEAEG SEUE SEPICEM SECI	MIGD AECID	●	●
15	Promote international mobilisation in support of Afghan women and girls; facilitate the participation of Afghan women in the diaspora in international forums on security, peace and development, following the HearUs initiative; promote resolutions and declarations in defence of the rights of women and girls in Afghanistan; support the mandate of the UN Special Rapporteur for Afghanistan; participate in initiatives to demand accountability of the Taliban before international justice.	SEAEG	SEAEG	AECID	●	●
16	Promote initiatives to develop regional and global alliances aimed at preserving and strengthening the defence of international commitments to guarantee the sexual and reproductive health and rights (SRHR) of all people, in all contexts, with special emphasis on the defence and protection of the SRHR of women and girls in their diversity and of LGBTIQ+ people due to their particular vulnerability to inequality, discrimination and violence.	SEAEG SECI	SEUE SEPICEM SECI	MIGD AECID	●	●
17	Promote the incorporation of the gender approach into measures to adapt to climate change and mitigate its impact, and into measures to combat the pollution of ecosystems and the loss of biodiversity, as agreed in multilateral and regional forums that politically and financially support the implementation of the Enhanced Version of the Lima Work Programme on Gender and its gender action plan. These include the Conclusions of the 66th session of the Commission on the Status of Women, the Gender Action Plan of the Convention on Biological Diversity, the Gender Action Plan of the UN Convention to Combat Desertification (UNCCD) and the Call for Action to accelerate gender equality in water domain led by the UNESCO World Water Assessment Programme. Furthermore, promote the inclusion of the feminist approach in the New Urban Agenda in the context of the climate emergency.	SEAEG	SEAEG SEUE SEPICEM SECI	MIGD MITECO AECID	●	●
18	Promote economic diplomacy actions to implement the 2017 Buenos Aires Declaration on Women and Trade; promote the participation and leadership of women and gender equality in economic forums, including Spanish initiatives in G20 declarations and work programmes, participating in affinity groups such as Women 20 and the Alliance for the Empowerment and Progression of Women's Economic Representation (G20 Empower); advocate the inclusion of gender provisions in EU free trade agreements.	SEAEG	SEAEG SEICI	MINCOTUR CEOE	●	●
19	Network within MAEUEC to promote gender equality and the rights of women and girls, involving its Secretariats of State, Embassies, the Permanent Representation in the EU, Cultural Houses and Foundations, to expand the impact and scope of feminist diplomacy, preferably by creating a grid of focal points and further training on FFP.	SEAEG	SEAEG SEUE SEPICEM SECI	AECID	●	●

20	Integrate equality and the gender perspective into multilateral and regional action in the field of global health, through a feminist global health strategy, promoting measures to address the health needs of women and girls, including SRHR; combat gender bias in research; ensure non-discrimination in the workplace for health personnel and promote women's leadership in decision-making.	SEAEG	SEAEG	MISAN	●	●
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Spain has promoted various EU instruments on gender equality and will continue in this field by monitoring their effective application. Moreover, Spain will make new proposals and systematically address topics related to gender equality and the empowerment of women and girls in political positions, negotiations and dialogues both within the EU and with third countries, foregrounding objectives and language on gender equality, in accordance with established instruments for the protection of human rights. During its Presidency of the Council of the European

Union, Spain will strengthen its leadership role in the implementation of the 2020-2025 European Strategy for Gender Equality and the EU Action Plan on Gender Equality and Women's Empowerment in External Action 2021–2025. During its Presidency, Spain will also seek to consolidate positions in the EU Agenda in support of gender equality.

#### Actions to be performed to promote gender equality and the rights of women and girls in their diversity, IN THE CONTEXT OF THE EUROPEAN UNION

	Description	Coordinating Body	Implementing Body	Ministry/ Agency	2023	2024
1	Support for strengthening EU instruments to ensure effective equality between women and men, including the Gender Equality Strategy 2020-2025 of the European Commission, the Action Plan on Gender Equality and Women's Empowerment in External Action 2021-2025, and the Strategy to Combat Trafficking in Human Beings (2021-2025); contribute to implementing these instruments and transferring their content to the construction of EU positions in debates, consultations, international resolutions and other encounters.	SEUE	SEUE SEAEG SECI	MIGD MINT MJUS AECID	●	●
2	Participate in the EU Task Force for Women, Peace and Security; promote the application and monitoring of the EU Action Plan for the implementation of the Strategic Approach to Women, Peace and Security 2019-2024.	SEAEG	SEUE SEAEG SECI	MDEF	●	●
3	Support and monitor proposals for the integration of the gender perspective and the principles of UNSCR 1325 in EU Common Security and Defence Policy (CSDP) missions and operations; reinforce the network of human rights and gender advisors in CSDP missions and operations; contribute to the Strategic Compass goal of systematically integrating the gender perspective into all CSDP actions, both civil and military, and to increase the number of women in all CSDP functions.	SEAEG	SEUE SEAE SECI	MDEF AECID	●	●
4	As a leader in Gender Military Training Discipline for CSDP Missions and Operations in the EU, (i) promote the application of the Training Requirement Analysis, (ii) apply the three curricula developed by Spain, as a common minimum standard during the preparation of forces to be deployed in CSDP military operations and missions.	SEAEG	SEUE SEAEG SECI	MDEF AECID	●	●

5	Actively promote EU legislation to harmonise the fight against violence directed at women and girls in the EU; promote adhesion to and implementation of the Istanbul Convention of the Council of Europe by European countries, both EU Member States and others; approve a Directive to combat violence against women and domestic violence, and to commit more strongly to the fight against trafficking for sexual exploitation, as called for under the Warsaw Convention.	SEUE	SEUE SEAEG SEPICEM SECI	MIGD MINT MISSM MJUS AECID	●	●
6	Strengthen the feminist perspective in the EU's responses to the climate crisis, incorporating gender equality and the intersectionality perspective into the objectives and lines of action of environmental policies - most especially in the European Green Deal, as a prerequisite for policy coherence and taking into account the gender mainstreaming provisions established in the European treaties.	SEUE	SEUE SEAEG SECI	MIGD MITECO AECID	●	●
7	Promote work to defend SRHR in the EU, working to ensure that the Union has a strong, progressive and united voice on this matter; uphold internationally agreed language on SRHR and support its prioritisation within established instrumental and financial implementation frameworks.	SEUE	SEUE SEAEG SECI	MIGD MISAN AECID	●	●
8	Strengthen ongoing efforts by the EU in the implementation of its guidelines on human rights defenders, to reinforce EU human rights policy in general; recognise the specific gender challenges facing women defenders, to better support and acknowledge their work, and to strengthen protection mechanisms.	SEUE	SEUE SEAEG SEPICEM SECI	MIGD AECID	●	●
9	Monitor the negotiation of the New Pact on Migration and Asylum to define a balanced European policy in terms of responsibility and solidarity, respectful of the current framework for human rights, which emphasises the need to fight against people smuggling and trafficking in human beings; follow the Council of Europe's recommendation to protect the rights of migrant, refugee and asylum-seeking women and girls, offering measures that better respond to the challenges and needs they face.	SEUE	SEUE SEAEG SECI	MIGD MISSM AECID	●	●
10	Promote and support the approval and application of a European Care Strategy focused both on caregivers and those requiring care, at all levels from child care to long-term care; ensure that throughout Europe care services are affordable, accessible and high quality, as a step towards a "care society" that places the sustainability of life at the heart of political decisions; support the EU Guidelines for care in development cooperation operations, in association with EU partner countries.	SEAEG SECI	SEUE SEAEG SECI	MIGD AECID	●	●
11	Support the business ecosystem in its continuing efforts to enable the economic empowerment of women, in the following areas; apply the Directive on improving the gender balance on Boards of Directors; incorporate human rights concerns into commerce and business activity; implement the Corporate Sustainability Due Diligence Directive; include the gender clause in free trade agreements, together with clauses of democratic conditionality and labour and social rights.	SEAEG	SEUE SEAEG SECI	MIGD MITECO MEFP CEOE AECID	●	●
12	Collaborate with international entities, organisations and forums to prepare and analyse surveys and statistics on gender equality, including the Women in Digital Scoreboard and the Gender Equality Index, and monitor progress related to the European Pillar of Social Rights, ensuring its full accessibility.	SEAEG	SEUE SEAEG SECI	MIGD	●	●
13	Prioritise gender equality during the Spanish Presidency of the Council of the Union to promote progress in equality, diversity and inclusion within the EU; in this respect, Spain should play a leading role, both in foreign policy and in development cooperation and humanitarian action.	SEUE SEAEG SEPICEM SECI	SEUE SEAEG SEPICEM SECI	AGE AECID	●	
14	Incorporate a gender perspective into the EU Global Health Strategy, and support the participation of women in the implementation of health diplomacy and in the appointment of focal points for healthcare in EU Delegations.	SEAEG	SEUE SEAEG SECI	MISAN	●	●

In its **bilateral and regional relations**, the government of Spain will promote: (i) the inclusion of issues relevant to the rights of women and girls and the fight against discrimination in all its forms in contexts related to gender equality within the agendas for visits, political consultations and dialogue, negotiations and regional conferences; (ii) the presence and effective participation of women and feminist movements in political dialogue; (iii) the establishment of new channels of

cooperation (and the deepening of existing ones) to further strengthen consular assistance to Spanish women who are victims of gender violence abroad. This approach will assign all areas of the Foreign Service (including Diplomatic Missions and Consular Offices) a key role in the application of the FFP and greater responsibility in preparing to perform this role effectively.

**Actions to be performed to promote gender equality and the rights of women and girls in their diversity, in the context of BILATERALISM and REGIONAL RELATIONS**

	Description	Coordinating Body	Implementing Body	Ministry/ Agency	2023	2024
1	Systematically incorporate issues related to the promotion and protection of women's rights and gender equality in the relations and policy dialogue maintained with regional organisations (including the Ibero-American Summit System, OAS, UpM and AU) and organizations engaged in regional integration (SICA, CARICOM, CELAC, CAN, Mercosur and ECOWAS) and/or participating in alliances, initiatives and platforms coherent with this purpose.	SEAEG SEUE SEPICEM SECI	SEAEG SEUE SEPICEM SECI	MIGD AECID	●	●
2	Systematically incorporate issues related to gender equality and the rights of women and girls in travel and visit programmes, political consultations and dialogue, negotiations and political declarations in Spain's bilateral relations with other countries, implementing mechanisms to foster consultation with and participation of women's organisations and feminist movements.	SEAEG SEUE SEPICEM SECI	SEAEG SEUE SEPICEM SECI	AGE AECID	●	●
3	Support and promote the incorporation of gender equality as a strategic element within Spain's relations with regional organisations, with special attention to the economic empowerment and rights of women and girls, the rights of LGBTIQ+ people, and support for women's organizations and their participation in all areas of society.	SEAEG SEUE SEPICEM SECI	SEAEG SEUE SEPICEM SECI	MIGD AECID	●	●
4	Execute the Work Programme described in the MoU between Spain and ECOWAS on Women, Peace and Security (Africa), including support for the G-5 Sahel Women's Platform to strengthen the participation of women in conflict prevention, management and resolution and peacebuilding and for the ECOWAS Gender and Development Centre's capacity building programme.	SEAEG	SEAEG SECI	AECID	●	●
5	Promote the agreements reached within the framework of MoUs between Spain and ECLAC in Latin America, with special attention to the ECLAC Gender Observatory.	SECI	SEAEG SECI	AECID	●	●
6	Foster bilateral cooperation to establish and implement foreign and feminist cooperation policies, promoting spaces for political reflection and the exchange of understanding and good institutional practices for their application (Mexico, Chile, Colombia, Argentina, Finland and the Netherlands).	SEAEG	SEAEG SECI SEPICEM	Mi AECID	●	●

7	Collaborate in the creation and operation of the Ibero-American Network of Women Mediators to promote the effective participation of Ibero-American women in the prevention and mediation of conflicts, in line with the WPS Agenda.	SEPICEM	SEAEG SECI	MIGD AECID	●	●
8	Prepare a new inter-ministerial Protocol for the Care of Spanish Women Victims of Violence Abroad, which includes the context addressed in the Istanbul Convention and involves all Ministries with powers in this area and will be accompanied by training from consular assistance personnel and other agencies.	SAEUEC	SAEUEC	MIGD MITES MJUS	●	●
9	Sign international agreements, MoUs and/or joint statements with partner countries to generate commitments between the parties and promote bilateral/regional collaborations, aimed at the eradication of gender violence, the promotion of economic empowerment and the participation of women in public life.	SEAEG SEUE SEPICEM SECI	SEAEG SEUE SEPICEM SECI	MIGD, MJUS, MIN- T,AECID	●	●
10	Participate in regional and bilateral forums and initiatives to publicise Spain's equality regulations and policies, with special regard to the Spanish model for combating gender violence; foster good institutional practices and the exchange of learning.	SEAEG	SEAEG SEUE SEPICEM SECI	MIGD MJUS MINT AECID	●	●
11	Lend technical support to Diplomatic Missions in their leadership of proposals to promote the rights of women and girls, and in their social mobilisation and awareness initiatives related to gender equality on emblematic dates (such as International Women's Day and the International Day for the Elimination of Violence against Women).	SEAEG	SEAEG SEUE SEPICEM SECI SAEUEC	AECID	●	●
12	Reinforce working groups, knowledge management networks and academic associations and think-tanks to generate and disclose knowledge on feminist foreign policy and cooperation, in order to enhance Spain's contribution to international and regional debates and to the political and practical application of FFP.	SEAEG SECI	SEAEG SEUE SEPICEM SECI	AECID	●	●
13	Collaborate with the business sector in the defence and promotion of human rights, gender equality and the empowerment of women, in line with the Principles for the Economic Empowerment of Women of the Global Compact, and supporting the proposals set out in the Conclusions of the Working Group "Women and Internationalisation within the framework of the Internationalisation Strategy of the Spanish Economy 2017-2027"; in addition, continue the work of this Group by reinforcing the platform and implementing specific support programmes for the role of women in the internationalisation of the Spanish economy.	SEAEG SECI	SEAEG SEUE SEPICEM SECI	MIGD MINCOTUR CEOE AECID	●	●
14	Consolidate Spanish cultural and educational action abroad to promote women's rights, undertaking gender initiatives in collaboration with local partners, disseminating the knowledge and viewpoints of feminist thought, and raising awareness of the diversity of women creators and producers of culture and knowledge.	SEPICEM SECI SEAEG	SEPICEM SECI SEAEG	AECID Red Casas	●	●
15	Promote cultural diplomacy, focusing on the promotion of gender equality and the rights of women in their diversity and of LGBTIQ+ people, and on activities and programmes to raise awareness and knowledge of the feminist agenda.	SEAEG SEUE SEPICEM SECI	SEAEG SEUE SEPICEM SECI	AECID Red Casas	●	●



The promotion of effective equality between women and men is one of the fundamental strategic pillars in Spain's development **cooperation policy and humanitarian action**. For more than a decade, Spain has made the defence of the rights of women and girls one of its hallmarks and an essential element of its global solidarity action, seeking to contribute a fairer, more prosperous and sustainable world society. With Law 1/2023 on Cooperation for Sustainable Development and Global Solidarity, approved in February 2023, and the forthcoming Sixth Master Plan for Cooperation 2023-2026, the processes and instruments already in place will be consolidated and reinforced, by means of a dual-focus feminist approach comprising both a transversal priority and a specific axis of transformative cooperation for development and humanitarian action. Furthermore, funding will be earmarked as a direct contribution to SDG 5, within Spain's commitment to assign 0.7% of GNI to Official Development Assistance in 2030. This is in addition to the responsibility assumed within the framework

of GAP III to increase the funds allocated to specific measures for gender equality and the empowerment of women and girls, and to ensure there is a progressive increase in the number of foreign policy and cooperation actions in which the gender approach is incorporated in a transversal manner. Equally significant is the work carried out within Spain's **humanitarian action and diplomacy** to integrate the gender approach into its budget, reinforcing multilateral and bilateral instruments, together with the positions defended in international debates and forums in which Spain takes part. In this respect, the Spanish Humanitarian Diplomacy Strategy 2023-2026, approved in January 2023, stipulates that gender equality, diversity and the fight against sexual violence are among its main priorities.

Law 1/2023 on Cooperation for Sustainable Development and Global Solidarity promotes gender equality, from a feminist approach, as a transversal and distinctive priority of Spanish cooperation to reduce inequalities



between women and men, intensify efforts to close gender gaps, combat all forms of violence and discrimination and promote the empowerment of women, girls and adolescents, as well as to strengthen their sexual and reproductive rights from the perspective of human rights and universal public health, including also humanitarian contexts. Furthermore, efforts will be intensified to advance women's political and economic participation, including in the care economy. Policies will also be implemented to reduce inequalities resulting from intersectionalities or multiple discriminations, and to support the postulates of ecofeminism and the ethics of care.

Spain will support all efforts to reduce the gender gap in the digital sphere, to achieve greater connectivity with content. Bearing in mind that, worldwide, the majority of those not connected to the Internet in the world are women and girls, and that only 18% of women in less developed countries use the Internet compared to 86% in developed countries, Spain will support efforts to empower women and girls via information and communication technologies, supporting programmes and projects to reduce the gap in access to and use of the Internet, the gap in digital capabilities, the gap in digital leadership and the gap in science, technology, engineering and mathematics.

The humanitarian dimension of the Women, Peace and Security (WPS) agenda plays a crucial role in shaping feminist foreign policy. Interactions between this agenda and humanitarian efforts are evident in how they reinforce each other. For example, the WPS agenda is a fundamental axis with which to develop and advance international policy on women and girls who are affected by armed conflicts. Several UN Security Council resolutions related to WPS, particularly those based on the "protection" pillar, call on States to fulfill their obligations under international humanitarian law to protect women and girls during armed conflicts. The incorporation of a gender perspective into the interpretation and application of the obligations of international humanitarian law can be a powerful tool in this regard.

The Sixth Master Plan of Spanish Cooperation identifies and further develops the priorities and lines of action of feminist cooperation for sustainable development.

**Actions to be performed to promote gender equality and the rights of women and girls in their diversity, in the context of INTERNATIONAL COOPERATION FOR DEVELOPMENT AND HUMANITARIAN ACTION**

	Description	Coordinating Body	Implementing Body	Ministry/ Agency	2023	2024
1	Consolidate the feminist approach, and support gender equality and the empowerment of women and girls in their diversity, in the Development Cooperation and Humanitarian Action policy, through the implementation of Law 1/2023 on Development Cooperation and global solidarity, the Sixth Master Plan 2023-2026, and the reform of the cooperation system and the Spanish International Development Cooperation Agency (AECID). Both in the new law and in the Sixth Master Plan, the feminist approach to development will be explicitly incorporated as a priority, framed within the dual strategy (transversal and specific) set out in the Beijing Declaration and Platform for Action, as a transformative approach to reinforce the goal of Gender Equality and Diversity (GED), the human rights approach, and SRHR.	SEAEG SEUE SEPICEM SECI	SEAEG SEUE SEPICEM SECI	AECID	●	●
2	Promote measures to achieve a progressive increase to 15% of bilateral ODA for cooperation actions that have the main or very significant aim of contributing to gender equality and the empowerment of women and girls.	SECI	SEAEG SEPICEM SECI	AECID	●	●

3	Reinforce the priority given to promoting human rights, gender equality and respect for diversities in planning documents, including strategy, communications and sectoral plans and geographical planning documents, such as Country Partnership Frameworks and (with international organisations) Strategic Partnership Frameworks; in addition, reinforce transversality and intersectionality in all instruments used in management, monitoring and evaluation by Spanish Cooperation.	SECI	SECI SEAEG	AECID	●	●
4	Reinforce the Network of Gender Experts in Spanish Cooperation as a means of consolidating the knowledge management processes being applied by AECID.	SECI	SECI	AECID	●	●
5	Strengthen feminist cooperation, coordination, participation and policy coherence in the Development Cooperation Council, with special attention to its Gender Working Group.	SECI	SECI	AECID	●	●
6	Consolidate and lend continuity to the coordination of those involved in integrating the feminist/GED/SRHR approach into high-level international and regional forums and processes relevant to Spanish development policy, such as the UN, the EU, DAC/OECD, and forums such as Grand Bargain, Call to Action and the Food Security Council. In addition, reinforce spaces for following and meeting feminist organisations and networks in this context. Provide support for care policies during Spain's Presidency of the EU, as a priority in the drive for gender equality.	SECI	SEAEG SEUE SEPICEM SECI	MIGD AECID	●	●
7	Contribute to applying the WPS agenda via the instruments available to Spanish Cooperation, prioritising greater participation of women in all areas of the Agenda, raising the visibility and strength of the mediating role of women in the peace processes, addressing the humanitarian needs of women and girls and protecting them against sexual violence. Advocate full respect for international law applicable to the rights and protection of women and girls, in particular the international obligations assumed under the Geneva Conventions of 1949 and their Additional Protocols of 1977.	SECI	SEAEG SEUE SEPICEM SECI	MDEF AECID	●	●
8	Lend financial and technical support to implement development and humanitarian action programmes/projects aimed at eliminating gender violence in partner countries and in humanitarian contexts; harmonise and apply national laws to combat gender violence, in accordance with international human rights standards and agreements.	SECI	SEAEG SEUE SEPICEM SECI	AECID	●	●
9	Provide technical and financial support for initiatives, in humanitarian contexts and elsewhere, to promote awareness and prevention of gender violence, to promote care networks for survivors, to develop and implement legislative frameworks to protect their rights, and to support organisations of women and feminists working in this area, including initiatives to combat trafficking in women and girls, female genital mutilation and forced marriage. In short, to enable and provide Protection from Sexual Exploitation, Abuse and Harassment (PSEAH).	SECI	SEAEG SEPICEM SECI	AECID	●	●
10	Provide technical and financial support for initiatives to promote the political and civil rights of women, with special attention to national mechanisms to foster equality, improving women's access to the justice system, gender policies (regional, national and local) and strengthening women's organisations and feminist movements. In addition, support initiatives and cooperation agencies operating at a global or regional scale to promote full, effective participation by women and equal leadership opportunities at all levels of decision making in political, economic and public life, but with particular emphasis on the care economy.	SECI	SEAEG SEPICEM SECI	AECID	●	●
11	Reinforce political, technical and financial support for public policies to promote equality and sustainable development in partner countries, based on ecofeminist proposals, thus contributing to achieving a world that is socially, economically and environmentally fairer.	SECI	SECI SEAEG SEPICEM	AECID	●	●
12	Reinforce political and financial support for feminist organisations and the defence of women's rights; support innovative initiatives within the framework of grant facilities for NGOs in their humanitarian action programmes and in the regional and global programmes promoted by Spanish Cooperation.	SECI	SECI SEAEG SEPICEM	AECID	●	●

13	Provide technical and financial support for initiatives focused on the protection of sexual and reproductive rights and on strengthening women's organisations and feminist movements working to defend sexual identity and the defence of sexual and reproductive rights in development partner countries and in contexts of humanitarian fragility, including those arising from armed conflicts, natural disasters or other emergencies.	SECI	SEAEG SEUE SEPICEM SECI	AECID	●	●
14	Provide technical and financial support for initiatives to promote the economic rights of women, including productive initiatives in rural development; to promote the use, access and possession of the means of production by women; to promote the economic autonomy of women subjected to discrimination, such as gender-sensitive budgeting at national and local levels; to promote access to credit for women, including those working in the informal economy; and to promote gender equality as the fundamental basis of decent work, placing the economics and ethics of care as a priority focus of attention.	SECI	SEAEG SECI	AECID MITECO	●	●
15	Conduct humanitarian diplomacy actions to promote the greater integration of gender equality and the empowerment of women and girls within the international humanitarian architecture - especially as concerns the UN Office for the Coordination of Humanitarian Affairs, and its strategic and programmatic documents. Moreover, participate in international forums on humanitarian action to argue in favour of women's rights, via appropriate declarations and position-taking, in line with Spain's 2023-2026 Strategy for Humanitarian Diplomacy.	SECI	SEAEG SECI	AECID	●	●
16	Consolidate gender mainstreaming in humanitarian projects financed by the Humanitarian Action Office, and consolidate the positive action of 25% budgetary reserve in calls for projects to combat vertical gender segregation, ensuring a minimum guaranteed annual amount of €1 million for interventions focused on gender issues.	SECI	SECI	AECID	●	●
17	Consolidate and increase the budget allocation for strategic programmes in the field of humanitarian action (ICRC Special Appeal addressing sexual violence, UNFPA Humanitarian Thematic Fund) and considering other global humanitarian funds of a strategic nature.	SECI	SEAEG SECI	AECID	●	●

## FOCAL AREA 2.- EQUALITY IN THE MINISTRY OF FOREIGN AFFAIRS, EUROPEAN UNION AND COOPERATION (MAEUEC)

Objective 2: Advance towards real, effective equality between women and men in the Ministry, strengthening capacities and generating transformations in the institutional culture in accordance with this objective and in application of the Third Plan for Gender Equality in the General Administration of the State

Incorporating the feminist perspective into foreign action involves the MAEUEC as a whole; not only because promoting gender equality must be the responsibility of all its personnel and of all its constituent parts, but also because of the complexity of the task that must be performed, which presents significant institutional, political and financial challenges, as well as those implicit in the

institutionalisation of the gender approach, and shared with other public policies and institutions.

This focal area is addressed in line with Spain's Third Strategic Plan for the Effective Equality of Women and Men 2022-2025 and with its Third Plan for Gender Equality in the General Administration of the State. Within the framework of its powers (under Royal De-

cree 259/2019), the Equality Unit, attached to the Technical Cabinet of the Undersecretariat, is responsible for applying equality policies in the Ministry to achieve effective equality of opportunities between men and women employed in the Spanish Foreign Service. To ensure these policies are properly conducted, coordination mechanisms have been established between the Equality Unit, the Special Ambassador for Feminist Foreign Policy and the Ministry of Equality, as well as with the ministerial network of gender focal points to promote compliance with the Third Plan for Gender Equality in the General Administration of the State.

The Equality Unit Work Plan for 2023 focuses on the following objectives:

1. Continue advancing towards parity between women and men, especially in top-level and managerial bodies.
2. Promote the application of measures that favour co-responsibility and the reconciliation of personal, family and work life.
3. Prevent sexual or gender-based harassment and protect victims of sexist violence.
4. Promote training and awareness-raising on equality issues.
5. Strengthen mechanisms for institutional collaboration and coordination.

**Actions to be performed by the EQUALITY UNIT to promote effective equality of opportunities between women and men in the development and exercise of their profession at the MAEUEC**

	Description	Coordinating Body	Implementing Body	Ministry/ Agency	2023	2024
1	In collaboration with the Diplomatic School and the Association of Spanish Diplomatic Women (AMDE), design and implement recruitment programmes to motivate a greater number of women to enter the Diplomatic Service.	SAEUEC	Unidad Igualdad Escuela Diplomática		●	●
2	Conduct regular surveys of the number of women in positions of responsibility, in Central Services, in foreign postings and in other offices, in coordination with the units involved, especially the General Subdirectorate for Personnel, to ensure that appointment policies take parity criteria into account.	SAEUEC	Unidad Igualdad		●	●
3	Monitor compliance with parity criteria in the composition of collegiate bodies, commissions and technical councils.	SAEUEC	Unidad Igualdad SGPersonal		●	●
4	Monitor compliance with the provisions of the Circular published on 11 February 2019 requiring the balanced presence of women and men in public interventions in which the MAEUEC participates.	SAEUEC	Unidad Igualdad		●	●
5	Ensure the effective application of the measures included in the Third Strategic Plan for the Effective Equality of Women and Men 2022-2025 and the Third Plan for Gender Equality in the General Administration of the State that are required to be performed by the Directorate-General for the Foreign Service and the Subdirectorate-General for Personnel within the MAUEC, in coordination with the Directorate-General for the Civil Service within the Ministry of Finance and the Civil Service.	SAEUEC	Unidad Igualdad	Ministerio Hacienda y Función Pública	●	●
6	Monitor the work carried out by the Directorate-General for the Foreign Service to identify specific conciliation instruments for Foreign Service civil servants who are subject to criteria of geographical mobility.	SAEUEC	Unidad Igualdad		●	●
7	Promote the organisation of work by objectives, together with the rationalisation and flexibility of schedules.	SAEUEC			●	●
8	Propose measures to strengthen support for vulnerable families, including specific information that affects them, such as health and educational systems, in job effectiveness reports, as well as possible financial aid.	SAEUEC			●	●

9	Provide support in identifying employment opportunities for the partners of officials who are deployed abroad. The Equality Unit will promote initiatives for institutional collaboration with embassies, Instituto Cervantes, AECID and the International Civil Servants Unit at the MAEUEC.	SAEUEC	Unidad Igualdad	AECID, Instituto Cervantes	●	●
10	Conclude a new inter-ministerial agreement to replace the protocol currently in force, to expand protection for Spanish women who are victims of violence abroad and, among other benefits, facilitate their return.	SAEUEC	DGEEAC	Delegación del Gobierno contra la VG	●	●
11	Adapt MAEUEC procedures to comply with the provisions of the forthcoming Protocol against Sexual and Gender-Based Harassment once the ongoing negotiations conclude and the Protocol comes into force.	SAEUEC	SGPersonal	AECID	●	●
12	Reinforce the gender equality modules in the three training courses on Feminist Foreign Policy taught at the Diplomatic School for new Spanish diplomats, for diplomats who are reposted and for students of the Diplomatic School's Master's Degree in International Relations.	SAEUEC	SEAEG		●	●
13	Establish a training course on gender equality and Feminist Foreign Policy for all MAEUEC staff at the Diplomatic School.	SAEUEC	SEAEG			
14	Establish a training course on Feminist Foreign Policy and Equality at the MAEUEC for diplomats from embassies accredited in Spain, for young people and for NGO personnel.	SAEUEC	SEAEG Unidad Igualdad		●	●
15	Foster the application of principles of inclusive, non-sexist communication in the MAEUEC, avoiding gender stereotypes and giving visibility to female references in all areas of foreign action.	SAEUEC	Unidad Igualdad		●	●
16	In coordination with the AECID, SECI, the Directorate-General for Public Diplomacy and Networks, and the Ambassador for Feminist Foreign Policy, participate in the organisation of the annual awareness campaigns that the MAEUEC promotes in Spain and through its Embassies.	SAEUEC	SEAEG SGICR	AECID	●	●
17	Design and implement an Equality space within the MAEUEC Intranet, in coordination with the Directorate-General for Public Diplomacy and Networks, and the Special Ambassador for Feminist Foreign Policy, to communicate the progress of this policy within the Ministry.	SAEUEC	SEAEG SGICR		●	●
18	Promote the Delegate Commission for Equality, established in March 2021, by approving its operating regulations concerning priority actions within the framework of the application and monitoring of equality plans for MAEUEC staff.	SAEUEC			●	●
19	Organise periodic coordination meetings with all Equality-targeted focal points to analyse compliance with the measures to be applied by the MAEUEC and to identify any difficulties and shortcomings that may hamper or prevent progress.	SAEUEC	Unidad Igualdad		●	●
20	Convene a quarterly coordination meeting with the Special Ambassador for Feminist Foreign Policy to ensure the coherence of actions and to work together on tasks of common interest, such as training and awareness raising.	SAEUEC	SEAEG		●	●

## FOCAL AREA 3.- COORDINATION AND HARMONISATION

Objective 3. Strengthen coordination and harmonisation among the parties involved in FFP, to promote policy coherence and unity of external action in issues concerning equality between women and men, thus enhancing the effectiveness of our actions.

The participation of public administrations and non-governmental actors in the application and monitoring of the FFP Guide is a characteristic of the new, inclusive approach to foreign policy.

For this reason, the High Level Advisory Group (AG) described in the Guide has been formed and its composition, functions and governance system defined. Among other responsibilities, the AG is charged with identifying priorities and opportunities to expand the impact of the FFP, facilitating information exchange and knowledge management in new initiatives, formulating strategies to advance equality, and making recommendations for the implementation and accountability of this Plan.

To reinforce coordination and communication channels in the foreign service, a network of

focal points for the FFP will be activated with Embassies, Representations and Permanent Missions, to join the MAEUEC network of gender focal points promoted by the Equality Unit within the Ministry.

To achieve a greater degree of harmonisation among the parties involved and to reinforce policy coherence and thus improve collective efficacy in meeting SDG 5, measures are proposed that (a) facilitate mutual understanding, political dialogue and exchange among the different elements of the AG (academics, institutions, think tanks, NGOs and civil society as a whole); (b) generate knowledge contributing to policy coherence and the unity of foreign action, and develop resources with which to address knowledge gaps and technical needs, and to support Spain's leadership in key areas of foreign action.

### Actions to be performed to promote gender equality and the rights of women and girls in their diversity, in the context of COORDINATION AND HARMONISATION

	Description	Coordinating Body	Implementing Body	2023	2024
1	Create a High Level Advisory Group (AG) to implement the FFP in accordance with the requirements on composition, functions and governance set out in the terms of reference.	SEAEG	AG	●	●
2	Create a Working Group within the MAEUEC and set up a Network of gender focal points within each of Spain's Representations and Missions to international organisations.	SEAEG	SEAEG SEUE SEPICEM SECI SAEUEC	●	●
3	Contribute to and participate in national strategies and policies formulated during the next two years with a foreign action component, including the forthcoming Foreign Action Strategy and the Third National Plan for Women, Peace and Security.	SEAEG	SEAEG SEUE SEPICEM SECI SAEUEC, GA	●	●
4	Develop knowledge tools to expand approaches, thematic areas and political instruments and thus advance the implementation of the FFP (in areas such as agreements with the academic world on political reflection and training in FFP, the preparation of policy papers in this respect, glossaries and intergovernmental concepts).	SEAEG	SEAEG SECI AG	●	●
5	In coordination with the Secretary of State for Global Spain, identify strategic opportunities for public diplomacy actions to publicise feminist approaches to international issues and global affairs, together with initiatives promoted by Spain's foreign service. At least one annual action will take place, with Spain's Presidency of the Council of the European Union being a strategic context for the 2023 event.	SEAEG SEEG	SEAEG SEEG	●	●
6	In the context of the Third Africa Plan, and via the Africa Roundtable, its platform for dialogue with Spanish civil society, maintain interaction and coordination between civil society and the General Administration of the State to promote gender equality and SDG 5 as part of the execution of the Africa Plan.	SEAEG	SEAEG SECI AECID		



## FOCAL AREA 4.- ACCOUNTABILITY

In all areas, it is of crucial importance that public institutions provide transparency and accountability in their actions. This is absolutely the case of Spain's obligation to comply with its commitments on gender equality and the empowerment of women, both internationally and within the framework of its national policies. To assess how the above-described focal areas of Spain's FFP are being addressed, in terms of reducing gender inequalities and achieving the participation and empowerment of women and girls, an appropriate mechanism for monitoring and accountability must be established.

At a technical level, the Plan includes a matrix of results indicators to represent the progress made and the challenges faced. Among these results, corporate indices and indicators will be reported annually to the EU, OECD DAC and other institutions, thus ensuring the availability, relevance and comparability of the data provided, over time and among countries.

In addition to this information, relevant indicators for the FFP will be monitored and supplied. These indicators are detailed in the Annex to the Gender Impact Report of the Section 12 of the 2023 General State Budget and in MAEUEC Policy Document 14 entitled "Foreign Policy and Development Cooperation". These metrics, compiled by diverse units within the MAEUEC, include 90 indicators, 47 lines of action and 38 objectives.

The qualitative monitoring of contributions to the feminist foreign agenda will be based on (i) the information reported annually by the UN, the EU and other multilateral organisations on the progress being made towards SDG 5, the regulatory challenges and achievements in this regard, the continuing presence of gender gaps and the efforts to close them, and the empowerment and rights of women and girls; (ii) the outcomes of independent assessments of plans, strategies and programmes performed or financed by Spanish Cooperation or Spain's external action, from

a feminist standpoint; (iii) the evidence drawn from research and evaluations, using a feminist approach.

Based on the quantitative and qualitative information collected, an accountability exercise will be carried out, with the preparation of an Annual Monitoring Report to be presented to Parliament. This report will contextualise the implementation of the FFP and present details of the results obtained, progress made

and challenges faced. The information required to prepare this Report will be supplied by the MAEUEC units with coordination functions for the measures presented in this Plan.

The AG will supervise the preparation of the Report, identifying areas for improvement and providing recommendations.

**Actions to be performed to promote gender equality and the rights of women and girls in their diversity, in the context of ACCOUNTABILITY**

	Description	Coordinating Body	Implementing Body	2023	2024
1	Annual Monitoring Report, contextualising the implementation of the FFP and presenting details of results, progress and challenges in its annual execution.	SEAEG	SEAEG SEUE SEPICEM SECI SAEUEC GA	●	●
2	Contribute to the preparation of monitoring and accountability reports at the national and international level (EU, OECD, UN and others) related to the advancement of gender equality and the rights of women and girls.	SECI SEAEG	SEAEG SEUE SEPICEM SECI SAEUEC	●	●
3	Consolidate ongoing measures to institutionalise data collection and the use of gender analysis and evidence in external action and in accountability.	SAEUEC	SEAEG SEUE SEPICEM SECI SAEUEC	●	●



# 4

## Resources, governance and duration of the plan

### Resources

Execution of the Plan will require technical, financial and human resources corresponding to the priority given and the level of political commitment of Spain's external action with respect to gender equality and the rights of women and girls in their diversity.

Increased resources will be provided to advance towards SDG 5, including greater financial support for women's organisations and feminist movements. Furthermore, the incorporation of the gender and diversity approach into existing financial instruments will be strengthened and institutional capacities for designing budgets from a gender perspective will be improved.

Spain will augment the financing of development cooperation and humanitarian action programmes aimed mainly or significantly at empowering women and girls and achieving gender equality. In addition, it will progressively increase ODA to 15% for actions whose main or significant objective is to contribute to gender equality and the rights and empowerment of women and girls in their diversity.

All commitments arising from the application of this Plan are subject to the overall budgetary

availability determined in preparing the General State Budgets for each year. With respect to actions that lie within the field of competence of the Autonomous Communities, the content of this Strategy will be discretionary, since the Plan could impact on the budgets of other public administrations.

### Governance

The AG for Feminist Foreign Policy is the institutional mechanism established to improve coordination and harmonisation among the parties involved. Without prejudice to maintaining periodic communications or additional meetings, it is suggested that a minimum of three AG meetings be held each year to provide the advice, monitoring and reinforcement of harmonisation stipulated in the Plan.

The Special Ambassador for FFP is the institutional figure responsible for maintaining a global vision of this policy. As indicated in the Guide, the MAEUEC Undersecretariat, through its Equality Unit, is charged with integrating the gender approach into the internal policies of the Foreign Service.

In accordance with the corresponding context, and in line with the institutional competencies and priorities assigned, and taking into account the forms of action that may be

taken (and the advantages and disadvantages of each), each of the parties involved – in other MAEUEC Secretariats or Units, or in other Ministries – should state in the Plan the measures that are within their competence and in which they will be participating, based on shared analyses and objectives, thus contributing to the overall commitment to equality, within the priorities established for the FFP.

The actions described in this Guide will be monitored by means of the metrics and instruments referred to in the Focal Area on accountability. In addition, the actions taken will be mapped to create a reference instrument for monitoring external action during the period in question. The annual monitoring reports produced will be the main institutional instrument to provide accountability on the FFP.

It is recommended that a FFP Support Unit be created, with its own staff and financing to expedite the management, implementation and monitoring of the Plan, facilitating coordination, providing technical and logistical support to the AG and supporting the functions of the Special Ambassador for FFP as an institutional figure responsible for providing a global vision of its application. In addition, other units within the MAEUEC could be reinforced to assist with the measures related to its application.

### **Duration**

The Action Plan has a scheduled duration of two years (2023-2024), in line with the time frame provided for in the External Action Strategy (2020-2024). In order to avoid a legal void, this period of validity may be extended until a second Plan has been prepared, assuming the content of the latter is consistent with the priorities and content of the Strategy.

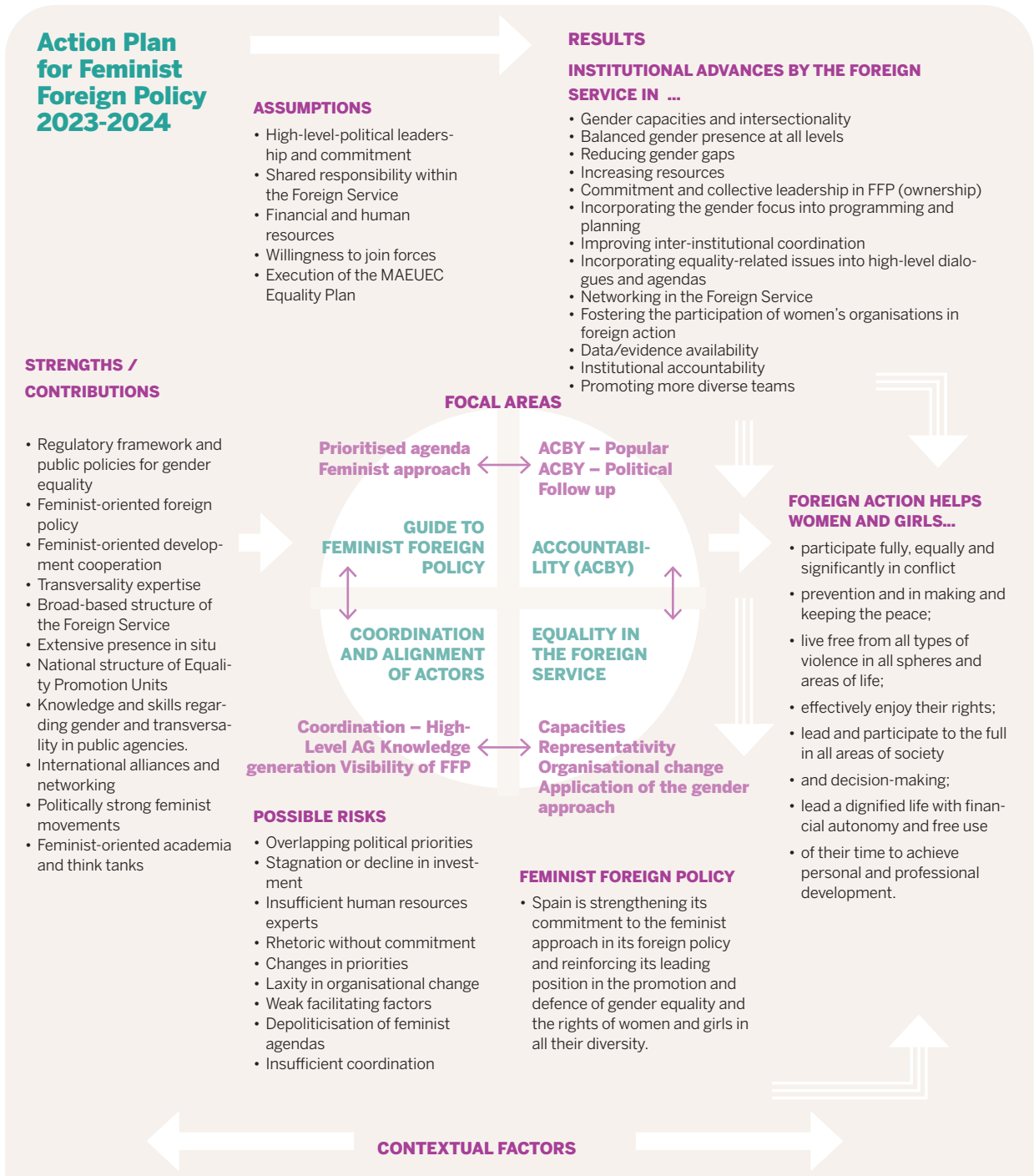
In parallel, in a collective effort to assure its sustainability beyond this legislative session, key elements of the FFP are embodied in strategic measures within the Third Stra-

tegic Plan for Effective Equality of Women and Men (2022-2025), the Second Plan for Human Rights (2023-2027), the National Strategy to Combat Sexist Violence (2022-2025) and the Spanish Strategy for Humanitarian Diplomacy (2023-2026). Moreover, in the field of development cooperation and humanitarian action, the duration of the measures established and the commitment to the feminist foreign agenda (Focal Area 1) and equality in the foreign service (Focal Area 2) are strengthened with the Law on Cooperation for Sustainable Development and Global Solidarity, and the Sixth Master Plan 2023-2026, which both adopt the content of the Gender Strategy in Development as the accepted vehicle for applying Organic Law 3/2007 for Effective Equality of Women and Men, in the framework of development cooperation.

# 5

## Annexes

### Annex A. Theory of Change for the Action Plan



## Annex B. Summary of the Monitoring, Evaluation, Accountability and Learning Framework

### Action Plan for Feminist Foreign Policy 2023-2023

Active promotion of gender equality as a transversal principle and a priority of Spain's foreign action.				
Focal Area	Feminist Foreign Agenda	Equality in the Foreign Service	Coordination and Harmonisation	Accountability
<b>Process</b> The steps taken to achieve results	<ul style="list-style-type: none"> <li>Number of initiatives by area and line of action (process view)</li> <li>Annual investment to achieve SDG 5</li> <li>Number of formations and alliances with agreed lines of work and periodicity.</li> <li>Number and annual percentage of Diplomatic Missions and Embassies / Consular offices that perform actions related to the priority lines of the FFP (on emblematic dates or otherwise)</li> <li>Number and annual percentage of scheduled journeys and visits, consultations, political dialogues, negotiations of agreements, and political declarations that are sponsored by Spain (or in which Spain participates) that include gender issues and/or dialogue with feminist movements and women's organisations.</li> </ul>	<ul style="list-style-type: none"> <li>Number of measures in the Equality Plan currently being implemented and percentage of the planned total.</li> <li>Number and percentage of completed gender training courses, by subject area.</li> <li>Number of measures taken to close gender gaps and promote diversity in the Foreign Service.</li> </ul>	<ul style="list-style-type: none"> <li>Number of institutions participating in the quarterly GA meetings (&gt;75% of those convened).</li> <li>Number of knowledge products/events supporting FFP implementation.</li> <li>Number of institutions and actions updated in the Mapping of Foreign Service action on gender.</li> <li>Budget/resources assigned to this Focal Area.</li> </ul>	<ul style="list-style-type: none"> <li>MEAL system (Monitoring, Evaluation, Accountability, Learning) applied.</li> <li>Annual AG monitoring meeting.</li> <li>Number of units/actors reporting data.</li> </ul>
	<ul style="list-style-type: none"> <li>Number and percentage of women in leadership positions within the Foreign Service.</li> <li>Issuance of instructions to foster the progressive integration of the gender approach into all foreign policy instruments and actions, making use of available instruments.</li> </ul>			
<b>Result</b> Progress achieved towards the intended outcomes	<ul style="list-style-type: none"> <li>Evolution of the EU Gender Equality Index.</li> <li>Global Index on Women, Peace and Security (GI-WPS).</li> <li>Policy coherence for development index.</li> <li>Progress in thematic priorities according to Annual Reports by international and regional organisations (EU, UN, etc.). Policy Coherence Report.</li> <li>Results of independent evaluations and investigations of progress/challenges concerning FFP lines of action.</li> <li>Latin America and the Caribbean: ISO Quito and ISO Montevideo. ECLAC Gender Observatory.</li> </ul>	<ul style="list-style-type: none"> <li>Annual evolution of the Gender Equality Index (GEI) in the General Administration of the State - MAEUEC Mainstreaming</li> <li>Progress towards obtaining the "equality in public employment" description, both for the General State Administration overall and for MAEUEC in particular (GEI / Organic Law 3/2007).</li> </ul>	<ul style="list-style-type: none"> <li>Number and percentage of AG recommendations adopted/incorporated to improve FFP application effectiveness.</li> <li>Number of GA actors who take FFP considerations into account in their Foreign Action.</li> <li>Positive assessment of the value and use made of the instruments and content of the forums held to support FFP implementation.</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports presented and published</li> </ul>
	<ul style="list-style-type: none"> <li>Evolution of bilateral ODA regarding Gender Equality Policy Markers CRS 15170 "Women's equality organisations and institutions"; CRS 130 "Population and reproductive health"; and CRS 15180 "Ending violence against women and girls".</li> <li>Evolution of gender markers G1 and G2 on bilateral ODA disbursed for gender equality (GAP III).</li> <li>#Security Index (Representativeness in foreign action, including deployment and civil missions).</li> <li>Evolution of the number and stability conditions of Foreign Service human resources experts in gender, and of those required to implement the MAEUEC Equality Plan. Evolution of budget items and specific objectives to favour gender equality in Section 12/Policy 14 in the General State Budgets for 2023 and 2024 (2023: 62.5% present such objectives.. X€).</li> </ul>			

## Annex C. Normative framework referred to in preparing the Plan

The actions and measures proposed in the Plan towards achieving effective equality between women and men comply with Spain's international commitments in this area and are aligned with national regulatory and policy frameworks of reference for feminist foreign action.

<b>International</b>	<ul style="list-style-type: none"> <li>- Universal Declaration of Human Rights.</li> <li>- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and Optional Protocol.</li> <li>- Convention on the Rights of the Child.</li> <li>- Vienna Convention and Declaration on Human Rights .</li> <li>- Beijing Declaration and Platform for Action and Cairo Programme of Action, together with the conclusions of the corresponding follow-up Conferences.</li> <li>- UN Security Council Resolutions referring to the Women, Peace and Security Agenda.</li> <li>- 2030 Agenda for Sustainable Development.</li> <li>- Paris Agreement on Climate Change.</li> <li>- The Grand Bargain: Agenda for Humanity.</li> <li>- Policy for Gender Equality and Empowerment of Women and Girls (IASC).</li> <li>- Policy for Gender Equality 2021-2025 (OCHA).</li> </ul>
<b>European Union (EU)</b>	<ul style="list-style-type: none"> <li>- Treaties and Charter of Fundamental Rights.</li> <li>- European Strategy for Gender Equality 2020-2025.</li> <li>- EU Action Plan on Women, Peace and Security 2019-2024.</li> <li>- Action Plan for Gender Equality and the Empowerment of Women in Foreign Action 2021-2025.</li> <li>- EU Anti-Human Trafficking Strategy 2021-2025.</li> <li>- European Parliament resolution on gender equality in the Union's foreign and security policy.</li> </ul>
<b>Council of Europe (CoE)</b>	<ul style="list-style-type: none"> <li>- European Social Charter.</li> <li>- CoE Convention on Combating Trafficking in Human Beings (Warsaw Convention, 2005).</li> <li>- CoE Convention for the Protection of Children against Sexual Exploitation and Abuse (Lanzarote Convention, 2007).</li> <li>- CoE Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention, 2011).</li> <li>- Gender Equality Strategy 2018-2023.</li> </ul>
<b>Regional</b>	<ul style="list-style-type: none"> <li>- Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women.</li> <li>- Regional Gender Agenda (ECLAC). Montevideo Strategy and Consensus.</li> <li>- African Charter on Human and People's Rights and the Maputo Protocol on Women's Rights in Africa.</li> </ul>
<b>National</b>	<ul style="list-style-type: none"> <li>- Spanish Constitution</li> <li>- Organic Law 1/2004, on Comprehensive Measures for Protection against Gender Violence.</li> <li>- Organic Law 3/2007, for the Effective Equality of Women and Men.</li> <li>- Organic Law 2/2010, on Sexual and Reproductive Health and Voluntary Interruption of Pregnancy.</li> <li>- National Pact Against Gender Violence.</li> <li>- Organic Law 10/2022, of 6 September, on Comprehensive Guarantees of Sexual Freedom.</li> <li>- Law 1/2023 on Cooperation for Sustainable Development and Global Solidarity.</li> <li>- Law 2/2014 on State Foreign Service and Action.</li> <li>- Foreign Action Strategy 2021-2024.</li> <li>- Spanish Humanitarian Diplomacy Strategy 2023-2026</li> <li>- Spanish Cooperation Sixth Master Plan 2023-2026</li> <li>- Action Plan for the Implementation of the 2030 Agenda: Towards a Spanish Sustainable Development Strategy</li> <li>- Spanish Cooperation Gender in Development Strategy</li> <li>- Spanish Cooperation Humanitarian Action Strategy 2019-2026</li> <li>- National Strategy to Combat Sexist Violence 2022-2025</li> <li>- Spanish Cooperation Joint Response Strategy to the Covid-19 Crisis</li> <li>- Spanish Cooperation Children's Rights Strategy and Other Current Sectoral Strategies.</li> <li>- Agenda for Change: Towards an Inclusive and Sustainable Economy.</li> <li>- Third Strategic Plan for Effective Equality of Women and Men 2022-2025.</li> <li>- General Administration of the State Third Plan for Gender Equality.</li> <li>- Second National Plan for Human Rights.</li> <li>- Plan for Recovery, Transformation and Resilience.</li> <li>- National Plan for Women, Peace and Security 2017-2023.</li> <li>- Spanish Cooperation Action Plan on Women and Peace Building.</li> <li>- Feminist Foreign Policy Guide.</li> </ul>

## Annex D. Abbreviations

- ACBY: Accountability
- AECID: Spanish Agency for International Development Cooperation
- AG: High-level Advisory Group
- AGE: General Administration of the State
- AMDE: Association of Diplomatic Women of Spain
- AU: African Union
- CAN: Andean Community of Nations
- CARICOM: Caribbean Community
- CEDAW: Convention for the Elimination of Discrimination against Women
- CELAC: Community of Latin American and Caribbean States
- CEOE: Spanish Confederation of Business Organisations
- CSDP: EU Common Security and Defence Policy
- CSW: United Nations Commission on the Legal and Social Status of Women.
- DAC/OECD: Development Assistance Committee
- DG EEAC: Directorate-General for Spaniards Abroad and Consular Affairs
- ECLAC: United Nations Economic Commission for Latin America and the Caribbean
- ECOWAS: Economic Community of West African States
- EIGE: European Institute for Gender Equality
- EU: European Union
- FIIAPP: International and Ibero-American Foundation for Administration and Public Policies
- FFP: Feminist Foreign Policy of Spain
- GAP III: EU Action Plan on Gender Equality and the Empowerment of Women in External Action 2021-2025
- GBV: Gender-based violence
- GED: Gender Equality and Diversity
- GNI: Gross National Income
- IASC: Inter-Agency Standing Committee
- ICRC: International committee of the Red Cross
- III AGE: Gender Equality Index in the General Administration of the State
- MAEUEC: Ministry of Foreign Affairs, European Union and Cooperation
- MCIN: Ministry of Science and Innovation
- MDEF: Ministry of Defence
- MEAL: Monitoring, Evaluation, Accountability and Learning
- MEFP: Ministry of Education and Vocational Training
- MERCOSUR: Southern Common Market
- MHFP: Ministry of Finance and the Civil Service
- MIGD: Ministry of Equality
- MINCOTUR: Ministry of Industry, Commerce and Tourism
- MINT: Ministry of the Interior
- MISAN: Ministry of Health
- MISSM: Ministry of Inclusion, Social Security and Migration
- MITECO: Ministry for the Ecological Transition and the Demographic Challenge
- MITES: Ministry of Labour and Social Economy
- MJUS: Ministry of Justice
- MoU: Memorandum of Understanding
- NATO: North Atlantic Treaty Organisation
- OAS: Organisation of American States
- OCHA: United Nations Office for the Coordination of Humanitarian Affairs
- ODA: Official Development Assistance
- OSCE: Organisation for Security and Cooperation in Europe
- PEIEMH: Third Strategic Plan for Effective Equality of Women and Men 2022-2025
- REPER: Permanent Representations
- SAEUEC: Undersecretary of Foreign Affairs, European Union and Cooperation
- SDG: Sustainable Development Goals
- SEAEG. Secretary of State for Foreign and Global Affairs
- SECI: Secretary of State for International Cooperation
- SEEG: Secretary of State for Global Spain
- SEPICEM: Secretary of State for Ibero-America and the Caribbean and Spanish in the World
- SEUE: Secretary of State for the European Union
- SGICR: General Subdirectorate of IT, Communications and Networks
- SICA: Central American Integration System
- SRHR: Sexual and reproductive health and rights
- UfM: Union for the Mediterranean
- UN Women: United Nations Entity for Gender Equality and the Empowerment of Women
- UNFPA: United Nations Population Fund
- UNSC: United Nations Security Council
- WEA: Women's Entrepreneurship Accelerator
- WPS: Women, Peace and Security



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