



10 May 2013

GEC(2013) RAP 1

GENDER EQUALITY COMMISSION (GEC)

3RD MEETING

STRASBOURG, 10-12 APRIL 2013

REPORT

Opening of the meeting and adoption of the agenda

The Chair opened the meeting and welcomed the participants. She introduced a new member of the Secretariat team Ms Sonia Parayre and mentioned that another administrator would be recruited soon following the departure of Mr Edo Korljan.

The Agenda was adopted by the Gender Equality Commission (GEC) as set out in Appendix I to this report. The list of participants is attached in Appendix II.

Exchange of views with the Gender Equality Rapporteur of the European Committee on Local and Regional Democracy (CDLR)

Mr Edwin Lefebre, one of the two Gender Equality Rapporteurs of the European Committee on Local and Regional Democracy (CDLR) made a presentation about the work of the CDLR on gender equality and gender mainstreaming. He also presented the Revised Draft Structure and Operation Reports on Local Democracy (GEC(2013)2) which had been prepared by the CDLR and now included sections on gender. The document had been distributed to the GEC members prior to the meeting for their comments and advice on these sections.

In the exchange that followed, the GEC members welcomed the efforts made and put forward a number of proposals to reinforce the gender equality perspective in the activities planned by CDLR. These included integrating the gender dimension in employment policies and practices, promoting the generation of gender-disaggregated statistics and making available data on women mayors or chairing regional councils.

- Mr Lefebre would inform the CDLR of the result of the exchange. The GEC confirmed its support to the process and its availability for the provision of expertise if needed.

Towards a Gender Equality Strategy

The Head of Department, Ms Elda Moreno, recalled the process leading to the first draft of the Gender Equality Strategy 2014-2017 (GEC(2013)4) which started with a consultation with the Gender Mainstreaming Team (GMT), a group of 26 staff members serving various Council of Europe bodies, institutions and structures.

While preparing the draft, the GMT kept in mind the importance of focusing on governments' needs, the resources available and the Council of Europe added value, including its capacity to mobilise many key actors and to usefully complement the action of other international organisations. To achieve this, the strategy refers to the institutional setting established by the Council of Europe Gender Equality Programme which includes the Gender Equality Commission, the Gender Equality Rapporteurs and the National Focal Points.

In terms of content, the proposals made builds upon documents adopted by the Steering Committee for Equality Between Women and Men (CDEG) and the last Council of Europe conference of ministers responsible for Gender Equality. The rather “vague” formulation responds to the need of preserving the flexibility of a strategic document. Introducing more details at this stage could be both difficult and counterproductive. It is however proposed that the text of the strategy be accompanied by an appendix with an indicative list of the on-going and planned activities. This list would help to illustrate the way in which the various Council of Europe sectors intend to translate the five strategic objectives into specific action.

As regards the process, the Secretariat explained that once comments have been received from the GEC members and approved by the GEC Chair, the revised draft strategy would be presented to the CDDH for approval and transmission to the Committee of Ministers for its adoption before the end of 2013.

The presentation was followed by an extensive and constructive debate on the process, the format, the content of the document and the role of the various components of the institutional setting. Representatives of the European Union (Ambassador Luisella Pavan Woolfe) and OSCE (Ambassador Miroslava Beham) participated in the exchange and referred to the strategies and priorities of their respective organisations and how these could connect with the future Council of Europe strategy. Barbara Limanowska from the European Institute of Gender Equality (EIGE) reported on a number of research projects of interest for the Council of Europe. Information was also provided during the discussion on the work of UN Women in this regard.

Following the discussions, the GEC agreed to:

- submit written comments on the draft Strategy to the Secretariat by 1 May 2013;
- forward the approved revised document, including any comments from the GEC, to the CDDH for consideration at their next meeting;
- forward the document to the National Focal Points for their information; and
- discuss the role of NFPs in implementing the Strategy during their first annual meeting in Amsterdam (5 July).

Equal Access for Women to Justice

The Secretariat briefly introduced the two documents on the Feasibility Study of Equal Access for Women to Justice - GEC(2013)1 and GEC(2013)1 abridged, as well as the difficulties encountered in the preparation of the feasibility study which mainly result from the broadness of the issue. One of the experts involved in the preparation of the study, Ms Kevät Nousiainen, provided additional details on the process and the findings. Although she found that access to justice for women had many interesting dimensions, she thought it would be better to focus on more specific issues linked to existing standards (for instance, access to justice of women victims of violence). As the absence of data seems to be one of the obstacles to understanding women’s contacts with the justice system, the Council of Europe could aim at promoting the collection of gender-disaggregated data.

The debate that followed emphasised the need to carefully define the scope of the study, which should tackle the issue of access of women to court rather than going into the material law (family law, criminal law, public law, etc.). The study was considered to be a useful starting point, to be followed by more in-depth thematic debates or hearings allowing several groups of women and other stakeholders to share their experiences and concerns. These events could help to better understand the persisting barriers (including those of a cultural, economic or social nature) and to identify the measures that can help to remove them.

The conclusions can be summarised as follows:

- the Secretariat will further modify the Executive Summary to reflect the discussions including the proposals to hold one hearing in 2013, with another one in 2014, and possibly a larger event towards the end of 2014 (subject to availability of funding);
- the Secretariat will prepare a draft concept paper outlining the theme(s), objectives and expected results for the hearings for consideration and follow-up by the GEC. Possible themes include:
 - persistent barriers in achieving equal access for women to justice;
 - access to justice for women victims of violence;
 - tackling the gaps in research and lack of data disaggregated by sex;
- the GEC members are invited to forward to the Secretariat examples of good practices in relation to access of women to justice;
- the GEC asked the Secretariat to continue the exchange of information and the co-operation with the CEDAW Secretariat about the on-going work on this the subject and to ensure synergies and co-ordination;
- the GEC invites the CDDH to consider a gender perspective when discussing the training of legal professionals in the 2014-2015 priorities and to consider including access of women to justice and gender equality more generally;
- the GEC underlined the importance of ensuring close co-operation with the CDDH on this subject, including through the Gender Equality Rapporteur of the CDDH;
- the Secretariat will forward the complete document (including the four chapters of the experts) to the CDDH as soon as possible.
- the GEC proposed placing a disclaimer on the Feasibility Study indicating that while the study was commissioned by the GEC, it was prepared by four experts and does not reflect the opinions of the GEC members.

Conference of National Focal Points on Gender Equality (The Netherlands, 4-5 July 2013)

- Media Conference of National Focal Points (NFPs) on Gender Equality

The Chair presented the General Rapporteur of the Conference, Ms Katharine Sarikakis.

A new format of the Conference divided on “Talks”, “Workshops” and an “Open space” was presented to the GEC members. The aim is to make the event as interactive as possible, giving time and space for networking and opportunities for the NFPs and other participants to get familiar with the topic.

Members agreed that the new format would result in a more engaging, interesting and dynamic Conference. Several members suggested inviting media professionals such as chief editors or journalist from different media, including from trade-unions, NGOs, and representatives of regulatory bodies.

EIGE is currently finalising a report on women in the media and on 21 April will launch an on-line discussion on good practices in relation to the participation of women in leadership positions in the media.

In the first part of the Conference, NFPs are expected to contribute to the different sessions (talks, workshops and open space), notably by bringing specific examples and practices from their own work and experience as well as by networking with experts on gender equality and media.

The second part of the Conference, i.e. the working lunch and the meeting in the afternoon of 5 July, will focus entirely on the National Focal Points. A specific part of the meeting will be devoted to discussing the needs and expectations of NFPs as well as the practical measures that could be taken to stimulate their active contribution to the Gender Equality Programme and smooth interaction with its various components. The National Focal Points will be invited to have an exchange on the future Council of Europe Strategy on Gender Equality and agree on the theme of their conference in 2014.

Following the discussions, the GEC agreed to:

- approve the draft concept paper and the revised draft programme of the Conference;
- send names of potential speakers to the Secretariat by 1 May;
- send invitation letters to the NFPs, the GEC members and the GERs;
- ask the Secretariat to prepare documents for the meeting of the NFPs;
- ask the Secretariat to liaise with EIGE for the list of experts and journalists.

Violence against Women

The Secretariat provided an oral update on the status of signature and ratifications of the Istanbul Convention as well as an overview of past and future activities organised to promote it. To date, 26 member states¹ have signed the Convention, and Albania, Portugal and Turkey have ratified it. The Swiss member of the GEC informed the participants that Switzerland was preparing the signature, a step that would be completed by the next meeting of the GEC in November. Several other members of the GEC shared information on progress and obstacles to ratification, all the while expressing their hope they would be resolved soon. The GEC members were asked for their continued support in encouraging signature and ratification of the Convention by their authorities.

The Secretariat also introduced the imminent launch of the 4th round of monitoring the implementation of Recommendation Rec(2002)5 on the protection of women from violence. Following a decision of the CDEG, the questionnaire had been revised to bring it in line with concepts and terminology used in the Istanbul Convention, while carefully ensuring its comparability with previous rounds of monitoring. The revised questionnaire had been adopted by the CDEG at its last meeting. An online version of the questionnaire will be made available to GEC members and National Focal Points to complete. The replies received will be analysed by Ms Carol Hagemann-White who had also been entrusted with the analysis of the results of the previous rounds. A preliminary version of the analytical report will be provided to the GEC members for comments ahead of the next GEC meeting.

The GEC members took note of the information and follow-up action:

- the Secretariat will provide each GEC member (or the relevant National Focal Point in countries where there are no GEC members), with a personal username and password to access the online questionnaire;
- replies to the questionnaire are to be submitted by 14 June 2013;
- a preliminary analytical report will be submitted to the GEC for comments ahead of the next GEC meeting.

¹ Andorra, Austria, Belgium, Bosnia and Herzegovina, Croatia, Finland, France, Germany, Greece, Iceland, Italy, Luxembourg, Malta, Monaco, Montenegro, Netherlands, Norway, Poland, Serbia, Slovak Republic, Slovenia, Spain, Sweden, "the former Yugoslav Republic of Macedonia", Ukraine and United Kingdom.

Exchange of views with a Moroccan Delegation on the creation of an authority on equality and the fight against all forms of discrimination

A delegation from Morocco held an exchange of views with GEC members on ways to set up an authority on parity and the fight against all forms of discrimination. The delegation was composed of Mr Abdellatif Bouazza (Director of Social Development responsible for the Directorate of Women's Affairs within the Ministry of Solidarity, Women, Family and Social Development of Morocco) and two members of the independent Scientific Commission in charge of preparing the law for the establishment of the authority on parity and anti-discrimination (Ms Khadija Elmadmad and Ms Malika Serroukh, Professors of Law). Mr Bouazza described the progress achieved by the new Moroccan Constitution (2011) and the momentum it has created for gender equality and women's rights. The Moroccan government has expressed the wish to co-operate with the Council of Europe in the process leading to the revision of the normative and the institutional frameworks. Ms Elmadmad and Ms Serroukh referred to their role in the Scientific Commission and sought the advice of the GEC members as regards the possible nature and role of the future authority on parity and against discrimination foreseen in the Constitution. The Scientific Commission has launched a public call to proposals and has received over 70 replies. It is expected to present the result of its work to the Moroccan government at the end of May 2013.

- Members of the GEC described their various experiences at domestic level and presented a panorama of different gender equality bodies and mechanisms. They highlighted the importance of taking into consideration international standards and in particular CEDAW guidelines, as well as the Council of Europe guidelines on gender equality mechanisms. The Moroccan authorities are invited to consult members of the GEC on the on-going reforms, where appropriate and on a bilateral basis.

57th session of the Commission on the Status of Women (CSW)

Some GEC members participated in the 57th CSW session in New York as well as in the side-event on the Istanbul Convention which was co-organised by the Council of Europe and the Permanent Mission of the Republic of France to the United Nations. Positive feedback about these two events was reported, both by GEC members and the Secretariat. The Istanbul Convention is gaining ground as a standard reference text and a comprehensive and legally-binding instrument which can be applied universally to end gender based violence. The Assistant Secretary General of the UN and Deputy Executive Director of UN Women referred to the Istanbul Convention as "the gold standard" and "*primus in pares*" text. In the framework of the UN Secretary General's Campaign "Unite to end violence against women" and CSW57, several countries committed to specific action related to the ratification and implementation of the Council of Europe Istanbul Convention.

GEC members received information about two non-formal information papers prepared by the Secretariat following the 57th Session of the Commission on the Status of Women (CSW): the Agreed conclusions and the Istanbul Convention, and the Istanbul Convention and the CEDAW Framework: a comparison of measures to prevent and combat VAW. Both documents can be used as an information resource in the process of promoting the Istanbul Convention and creating synergies and co-operation with action taken by other regional and international organisations and bodies.

- A new side event is being planned to promote the Istanbul Convention as a global tool to end gender based violence during the next meeting of the UN Human Rights Council which will take place in Geneva, Switzerland from 30 May 2013.

Co-operation with other sectors of the Council of Europe

- Exchange of views with the Gender Equality Rapporteur of the Steering Committee on Media and Information Society (CDMSI) on the draft Recommendation on gender equality and the media

Ms Christina Lamprou presented the draft recommendation currently being considered by the CDMSI. Based on a set of six pillars, the draft includes guidelines addressed to the member states and the media, and a set of practical measures. She informed GEC members that, when discussing the revised version of the draft recommendation on 25 April, the CDMSI will take into account the comments made by the GEC. During the debate, experts stressed the need to address young people in the recommendation, and invited the CDMSI to use stronger language towards member states and the media sector.

- The GEC members expressed the hope that the recommendation will take into account comments by the GEC and that the recommendation will be adopted by the Committee of Ministers before the Conference on Media (4-5 July).

In December 2012, the Chair held an exchange of views with the PACE Committee on Equality and Non-Discrimination in Paris. The report of the exchange was distributed to the members (GEC(2013)3).

As part of the regular exchange and information-sharing with the CDDH, the Head of Division, Liri Kopaçi-Di Michele attended the last meeting of the Bureau of CDDH which took place in Strasbourg in May.

As regards the Gender Equality Rapporteurs (GER) of Council of Europe Steering Committees, training will be organised towards the end of 2013.

- In 2014, on-going work on access to justice for women will allow for co-operation with several Council of Europe bodies.
- Future activities, as part of the GE strategy, will be presented in the next meeting.

Other business

The Secretariat informed GEC members that the mandate of eight GEC members will end on 31 December 2013 and explained the forthcoming election process. The CDDH will decide during its meeting of 25-28 June on the modalities for the election of these new members.

Members of the GEC underlined the need to inform NFPs about the date of the election and raised a number of issues regarding the composition of the GEC and the participation of some members.

The members of the GEC:

- took note of the forthcoming election of eight GEC members and terms of reference;
- asked the Secretariat to provide information on the CDDH decision on modalities during meeting of the NFP in the Netherlands;
- asked the Secretariat to draw the attention of the CDDH, in particular on the absenteeism of some members and the unbalanced geographical representation in the GEC.

Date and place of next meeting

The next meeting will be held in Strasbourg, 13-15 November 2013.

As regards the dates for meetings in 2014, the Secretariat will send proposals when the calendar of other Council of Europe bodies will be made available.

APPENDIX I

8 April 2013

GEC(2013)OJ 1 prov rev 4

**GENDER EQUALITY COMMISSION
(GEC)**

3rd meeting

9.00 am – 6.00 pm, 10-12 April 2013
Strasbourg, Agora, Meeting Room G03

AGENDA

WEDNESDAY 10 APRIL

- 9h00 – 9h30** **Opening of the meeting and adoption of the draft agenda**
GEC(2013)OJ prov rev 4
- 9h30 – 10h15** **Exchange of views with the Gender Equality Rapporteur of the
European Committee on Local and Regional Democracy (CDLR)**
GEC(2013)2
- 10h15-12h30** **Towards a Gender Equality Strategy**
- Presentation of process and draft strategy
GEC(2013)4
- 14h00 – 18h00** • Presentation of process and draft strategy (cont'd)
- Contributions from other regional international organisations

THURSDAY 11 APRIL

- 9h00 – 12h30** **Equal Access for Women to Justice**
Feasibility Study – preliminary observations and proposals
GEC(2013)1 and GEC(2013)1 (abridged)
*CoE/GEC Contribution to the CEDAW General Discussion
on "Access to Justice", Geneva 18.2.2013*
- 14h00 – 18h00** **Conference of National Focal Points on Gender Equality (The
Netherlands, 4-5 July 2013)**
- Exchange of views with the General Rapporteur of the Steering
Committee on Media and Information Society (CDMSI)
*Draft Recommendation on
Gender Equality in the Media*
 - Draft concept paper and programme
GEC(2012)10 Rev

FRIDAY 12 APRIL**9h00 – 12h30****Violence against Women**

- Launch of the fourth questionnaire on the implementation of Recommendation Rec(2002)5 of the Committee of Ministers on the protection of women against violence

Oral Presentation

- Update on activities relating to the Istanbul Convention

*Oral Presentation***14h00 – 15h00****Exchange of views with a Moroccan delegation on the creation of an authority on equality and the fight against all forms of discrimination****15h00 – 16h30****57th Session of the Commission on the Status of Women (CSW)
(New York, 4 March 2013)**

*Comparative table
– the Istanbul Convention and CEDAW
CSW Side-Event Flyer*

16h30 - 16h45**Co-operation with other sectors of the Council of Europe**

- Report of the exchange of views between the GEC Chair and the PACE Committee on Equality and Non-Discrimination (Paris, 3 December 2012)

*GEC(2013)3***16h45 – 18h00****Other business****Date and place of next meeting**

APPENDIX II

Strasbourg, 12 April/avril 2013

**GENDER EQUALITY COMMISSION /
COMMISSION POUR L'EGALITE ENTRE LES
FEMMES ET LES HOMMES
(GEC)**

3rd meeting/3^{ème} réunion

10-12 April/avril 2013

Strasbourg

PARTICIPANTS LIST/LISTE DES PARTICIPANT-E-S

Members / Membres

MEMBERS ELECTED BY CDDH / MEMBRES ÉLU-E-S PAR LE CDDH

Armenia / Arménie

Ms Karine SOUDJIAN
Head of the Human Rights and Humanitarian Issues Division
[Apologised/Excusée]

Austria / Autriche

Ms Eva FEHRINGER
Deputy Director of European and International Social Policy, Equality and Labour Law
Federal Ministry of Labour, Social Affairs and Consumer Protection

Czech Republic / République tchèque

Mr Radan ŠAFAŘÍK
Gender Equality Unit
Ministry of Labour and Social Affairs

Finland / Finlande

Ms Päivi YLI-PIETILA
Ministerial Adviser
Ministry of Social Affairs and Health

France

Mme Sophie DEL-CORSO
Chargée de mission
Bureau des Affaires européennes et internationales (BEI)
Ministère des Affaires sociales

Ireland / Irlande

Ms Pauline MOREAU
Department of Justice and Equality
[Apologised/Excusée]

Italy / Italie

Mr Michele PALMA
Gender Director of International and Communitarian Affairs Office
Department for Equal Opportunities

Lithuania / Lituanie

Ms Vanda JURSENIENE
Head of the Equality between Women and Men Division
Ministry of Social Security and Labour

Netherlands / Pays-Bas

Ms Carlien SCHEELE
Chairperson of the GEC/Présidente de la GEC
Director
Directorate for Gender and LGBT Equality
Ministry of Education, Culture and Science

Poland / Pologne

Ms Monika KSIENIEWICZ
Deputy Director
Office of the Government Plenipotentiary for Equal Treatment
The Chancellery of the Prime Minister

Portugal

Mme Isabel ROMAO
Independent gender equality expert

Russian Federation / Fédération de Russie

Mr Andrey NIKIFOROV
Department for Humanitarian Cooperation and Human Rights
[Apologised/Excusée]

Slovenia / Slovénie

Ms Violeta NEUBAUER
Independent Gender Equality Expert

Spain / Espagne

Mr Guillaume MONFORT
Coordinator, International Relations Department
State Secretariat for Social Services and Equality
Ministry of Health, Social Services and Equality

Switzerland / Suisse

Mme Sylvie DURRER
Directrice Doctorat ès lettres
Bureau fédéral de l'égalité entre femmes et hommes BFEG
Département fédéral de l'intérieur

Ukraine

Mr Sergiy KYSLYTSYA
Vice Chair of the GEC/Vice-président du GEC
Director General
Directorate General for International Organisations
Ministry of Foreign Affairs

OTHER REPRESENTATIVES FROM MEMBER STATES / AUTRE REPRÉSENTANTS DES ÉTATS MEMBRES

Azerbaijan / Azerbaïdjan

Mr Elgun SAFAROV
[Apologised/Excusée]

Germany / Allemagne

Ms Antje WUNDERLICH
Division 405 - European and international gender equality policy
Federal Ministry for Family Affairs,
Senior Citizens, Women and Youth

Switzerland / Suisse

Mme Karine LEMPEN
Département fédéral de l'intérieur
Bureau fédéral de l'égalité entre femmes et hommes

Switzerland / Suisse

Mme Karine LEMPEN
Juriste
Bureau fédéral de l'égalité entre femmes et hommes
Département fédéral de l'intérieur

Turkey/Turquie

Ms Göknur AKÇADAĞ,
Head of the Research-Development and Project Department
Ministry of Family and Social Policies

Ms Gönül ERÖNEN

Deputy to the Permanent Representative
Permanent Representation of Turkey to the Council of Europe

Participants/Participant-e-s

ORGANS AND COMMITTEES OF THE COUNCIL OF EUROPE / ORGANES ET COMITÉS DU CONSEIL DE L'EUROPE

Committee of Ministers / Comité des Ministres

Office of the Commissioner for Human Rights / Bureau du Commissaire aux Droits de l'Homme

Ms Silvia GRUNDMANN
Adviser/Conseiller

Ms Camilla SAUGSTRUP
Trainee / Stagiaire

Ms Ségolène DE PUINEUF
Trainee / Stagiaire

Gender Equality Rapporteurs / Le/la rapporteur/se pour l'égalité entre les femmes et les hommes

Meeting on 11 April (afternoon) / réunion du 11 avril (après-midi)

Steering Committee on Media and Information Society / Comité directeur sur les médias et la société de l'information (CDMSI)

Ms Christina LAMPROU
Secretariat: Ms Onur Andreotti

European Committee on Local and Regional Democracy / Comité européen sur la démocratie locale et régionale (CDLR)

Mr Edwin LEFEBRE
Secretariat: Ms Siobhan MONTGOMERY

Conference of INGOs of the Council of Europe / Conférence des OING du Conseil de l'Europe

OBSERVER STATES/ÉTATS OBSERVATEURS

Holy See/Saint Siège

Ms Catherine VIERLING

Ms Eva STEINMETZ
Trainee / Stagiaire

Japan/Japon

Mme Emiko SAITO
Chargée de Mission
Consulat Général du Japon

Mexico/Mexique

Mme María Teresa CARPY
Mission Permanente du Mexique auprès du Conseil de l'Europe

Mme Andrea BARBOSA
Mission Permanente du Mexique auprès du Conseil de l'Europe

INTERNATIONAL ORGANISATIONS / ORGANISATIONS INTERNATIONALES**EUROPEAN UNION/UNION EUROPEENNE**

Mme Luisella PAVAN-WOOLFE
Ambassadeur
Chef de la Délégation de l'Union Européenne auprès du Conseil de l'Europe

European Institute for Gender Equality / Institut européen pour l'égalité entre les hommes et les femmes

Ms Barbara LIMANOWSKA
Senior Gender Mainstreaming Expert

Mr Nicolas SERRANO
Trainee / Stagiaire

UN Women/ONU Femmes

Ms Anne EYRIGNOUX
Project Manager
UN Women Central and Southeast Europe

OSCE

Ambassador Miroslava BEHAM
Senior Adviser on Gender Issues
Office of the Secretary General

Ms Sarah HURTES
Project Assistant
Office of the Secretary General

WAVE

Ms Rosa LOGAR
Executive Director
Domestic Abuse Intervention Program Vienna & WAVE

OTHER EXPERTS/ AUTRE EXPERT(E)S

Ms Katharine SARIKAKIS
Department of Communication
University of Vienna

Ms Kevät Liris Maaria NOUSIAINEN
Finland

Ms Amina SAYDALI
Ministry of Education, Culture and Science
Netherlands

MAROC / MOROCCO

M. Abdellatif BOUAZZA
Directeur de Développement social et chargé de la Direction des affaires de la femme
Ministère de la Solidarité, de la Femme, de la Famille et du Développement Social

Mme Khadija ELMADMAD
Professeur de droit à l'Université Mohammed V de Rabat
et membre de la commission scientifique

Mme Malika SERROUKH
Professeur de droit à l'Université Mohammed V de Rabat
et membre de la commission scientifique

SECRETARIAT/SECRETARIAT**PARLIAMENTARY ASSEMBLY OF THE COUNCIL OF EUROPE / ASSEMBLEE PARLEMENTAIRE DU
CONSEIL DE L'EUROPE**

Ms Sonia SIRTORI-MILNER
Head of the Secretariat / Cheffe du Secrétariat
Committee on Equality and Non-Discrimination / Commission sur l'égalité et la non-
discrimination

**CONGRESS OF LOCAL AND REGIONAL AUTHORITIES OF THE COUNCIL OF EUROPE / CONGRES
DES POUVOIRS LOCAUX ET REGIONAUX DU CONSEIL DE L'EUROPE**

Ms Muriel GRIMMEISSEN

Co-secretary / Co-secrétaire

Current Affairs Committee / Commission des questions d'actualité

Ms Clotilde FACON

Trainee / Stagiaire

**DIRECTORATE GENERAL OF HUMAN RIGHTS AND RULE OF LAW / DIRECTION GÉNÉRALE DES
DROITS DE L'HOMME ET ETAT DE DROIT (DGI)**

Ms Marja RUOTANEN

Director of Justice and Human Dignity / Directrice de la justice et de la dignité humaine

Ms Elda MORENO

Head of Gender Equality and Human Dignity Department / Cheffe du Service de la dignité humaine et de l'égalité entre les femmes et les hommes

Ms Liri KOPAÇI-DI MICHELE

Head of Gender Equality and Violence against Women Division / Cheffe de la Division Egalité entre les femmes et les hommes et violence à l'égard des femmes

Ms Sonia PARAYRE

Administrator / Administratrice

Mr Edo KORLJAN

Administrator / Administrateur

Ms Johanna NELLES

Head of Violence against Women unit / Chef d'unité violence à l'égard des femmes

Mrs Adrienne INGLEDOW

Principal Assistant / Assistante principale

Ms Paula KROL

Project Advisor/ Conseillère de projets

Ms Raluca Maria POPA

Project Advisor/ Conseillère de projets

Ms Paula HINCHY

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Ms Valérie GIRET

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Ms Beatriz CAMPOS MANSILLA
Trainee / Stagiaire

Interpreters / Interprètes

Ms Rebecca BOWEN
Ms Rémy JAIN