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GENDER EQUALITY COMMISSION/
COMMISSION POUR L'ÉGALITÉ DE GENRE
(GEC)

Activities and measures towards the achievement of the objectives in the
Gender Equality Strategy in member states

Les activités et mesures pour la réalisation des objectifs de la stratégie
pour l'égalité entre les femmes et les hommes dans les États membres

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COUNTRY: ANDORRA

Objective 1. Combating Gender Stereotypes and Sexism

Legislative Changes: Article 6 of Act 1/2015 on the eradication of gender violence and domestic violence specifically describes what actions and initiatives must be developed in order to combat gender stereotypes and sexism, especially in educational institutions.

Policy Changes: On 27 January 2016, the Ministry of Social Affairs, Justice and Interior established the Gender Equality Policies Service, whose main functions are:

- i. To promote and develop programmes and transversal actions aimed at preventing and combating gender violence and domestic violence, and violence in any other field.
- ii. To strengthen and improve the fight against inequality and discrimination suffered by people and vulnerable groups in this area.

Target Group: Andorran population, mainly students.

Link: <http://www.aferssocials.ad/el-departament>

Objective 2. Preventing and combating violence against women

Legislative Changes: The Andorran Parliament approved on 15.01.2015 Act 1/2015 on the eradication of gender violence and domestic violence, which entered into force on 12.02.2015. This law aims at acting comprehensively to prevent and combat gender violence and domestic violence. It establishes victims' rights and concrete measures for awareness-raising, prevention, training, research, intervention, protection and judicial guard to respond to the needs of victims of gender violence and domestic violence.

Policy Changes: Article 20 of Act 1/2015 establishes the National Commission for the Prevention of Domestic and Gender Violence (*Comissió Nacional de Prevenció de la Violència de Gènere i Domèstica - CONPVG*) as a political and technical body with the objective to co-ordinate within the Administration all ministries and departments involved in gender violence and domestic violence. Article 20 further describes the objectives of the Commission:

- To monitor the compliance with the law.
- To design strategies that must be implemented in order to raise awareness, to prevent, to detect and to intervene with the victims.
- To prepare a timetable for the implementation of the law and its strategies.
- To evaluate policies and actions developed so far.
- To develop a guideline for the co-operation and co-ordination in the fight against gender violence and domestic violence.
- To promote the strategic work between the ministries and departments involved.

Other activities: There are two civil associations (NGOs) in Andorra (ADA and STOP VIOLENCES) working to eradicate gender violence and domestic violence. The Andorran Government works together with these associations in: campaign planning, workshops in schools, shared cases, etc.

Target Group: Victims of gender violence and domestic violence.

Link: <https://www.bopa.ad/bopa/027012/Pagines/lo27012003.aspx>

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes: Article 6 of the Andorran Constitution (14/03/1993) states that all persons are equal before the law and no one may be discriminated on any grounds. Article 10 further states that all persons have the right to jurisdiction, a ruling founded in the law, and a due trial before an impartial tribunal established by law. Furthermore, Act 1/2015, as it is explained before, aims mainly at the judicial protection of victims, hence granting them access to justices. Article 5 of Act 1/2015 further describes victims' rights, and specifically mentions in its point d) the right to legal assistance, which encompasses legal advice and specialized legal aid. Article 18 of Act 1/2015, on legal assistance explains that specialized legal aid is provided through the right to be defended in a trial and the right to be represented by a lawyer. Both free of charge when insufficient resources are accredited according to the law.

Target Group: Victims of gender violence and domestic violence.

Link: <https://www.bopa.ad/bopa/027012/Pagines/lo27012003.aspx>

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: There is currently a study being conducted to assess the situation in Andorra with regards to equality in general (gender, disability, nationality, religion, etc.) with the aim to further elaborate an Equality Act based on this study. One objective of this new law is to fight for a balanced participation of women and men in political and public decision-making.

Policy Changes: The general elections of 3 April 2011 have, for the first time, resulted in an absolutely gender-balanced composition of the Andorran Parliament.

According to the UN Woman Map, Women in politics for 2012 and 2014, Andorra was the only state to have a gender-balanced parliament (50% of man and woman).

In 2013, the Andorran Parliament conducted a series of meetings with the participation of all parliamentary groups with the objective to analyse the situation of women in Andorra and further develop proposals that could serve as an example to correct the inequalities that still exist in our society.

During these meetings, parliamentarians discussed an action plan for gender-sensitive parliaments, the IPU.

Based on this study, the Andorran Parliament agreed to:

- To promote the development of a White Paper on equality, with the support of the Government of Andorra and the collaboration of the *Institut d'Estudis Andorrans* (Andorran Studies Institute) and the Ministry of Health and Welfare. The purpose of this initiative is to gather information on the real situation on gender equality and, based on that, to implement a strategy promoted by the Andorran Parliament and other public institutions to strengthen the culture of gender equality.

-To apply the following recommendations in the Action Plan:

- To ensure to the major possible extent, and depending on the election results and the elected candidates, equal representation in positions of responsibility in Parliament.
- To try, whenever possible, that the chairs of legislative committees and the composition of the international delegations are gender balanced.
- To revise Parliament regulations in order to combine parliamentary activities with justified absences due to maternity, paternity or sick leave.
- To establish indicators to promote the parliamentary legislative initiatives assessed from a perspective of gender equality.
- To ensure that the statistics in general incorporate gender indicators.
- To consider legislative reform of public laws, in general, and the Labour Relations Code, in particular, to facilitate greater participation of citizens, and therefore greater participation of women in political life.
- To ensure that the Parliamentary Gender Commission can inform regularly plenary sessions of the Parliament on its work and recommendations.
- To create a specific section within the Library of the Parliament on gender issues.
- To include a set of actions relating to gender issues in the budget of the Parliament.
- To schedule a regular series of lectures and outreach activities on gender issues

Target Group: Andorran population

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes: One of the guiding principles of Act 1/2015 is that policies and actions to be implemented should focus, when necessary, on the gender perspective in order to eliminate discrimination and social behaviours that promote sexist gender violence and domestic violence or other discriminations and inequalities that allow violence and discrimination as a mechanism to control victims.

Target Group: Andorran population

Link: <https://www.bopa.ad/bopa/027012/Pagines/lo27012003.aspx>

COUNTRY: ARMENIA

Objective 1. Combating Gender Stereotypes and Sexism

Legislative Changes: The main tools for achieving gender equality in the Republic of Armenia are the Law "On Ensuring Equal Rights and Equal Opportunities for Women and Men" adopted on 20 May 2013 and the Gender Policy Concept Paper approved by the Government on 11 February 2010.

The Law "On Ensuring Equal Rights and Equal Opportunities for Women and Men" defines main directions of the state policy aimed at ensuring gender equality, including gender equality guarantees within the state governance and public service, clarifies the forms of gender discrimination, policy development, including gradual change of gender stereotypes.

The Gender Policy Concept Paper is serving as a basis for elaboration of gender equality initiatives by state authorities, local self-government bodies and civil society institutions. It aimed to create appropriate conditions for the full realization of the rights and opportunities of women and men.

Policy Changes: Where in previous years one of the state policy objectives in Armenia was the improvement of women's status and enhancement of their role in the society, in recent years the emphases were changed focusing on the ideology of equality of rights and opportunities for women and men, which was reflected in the Law of the Republic of Armenia "On Ensuring Equal Rights and Equal Opportunities for Women and Men".

On the basis of the Gender Policy Concept Paper, the Gender Policy Strategic Programme for 2011-2015 and the National Programme Against Gender Violence 2011-2015 have been approved by the Government. Within this framework about 50 activities have been implemented which were aimed at:

- Introduction of mechanisms for improving partnership relations for monitoring and evaluation of equality between men and women;
- Taking appropriate measures to address gender stereotypes;
- Providing knowledge on equality between men and women in the public policy of education and science;
- Policy development on equality of women and men and increasing the implementation efficiency, co-ordination and monitoring of those activities at regional and community levels;
- Public awareness on equality issues between men and women, overcoming gender-based discriminatory practices and their dissemination through the mass media services.

Other activities: A number of goals and objectives aimed at overcoming gender stereotypes and discriminatory practices, particularly through education on gender issues and raising public awareness, including professional orientation among learners, etc. have been embraced in and implemented within the scope of Gender Policy Strategic Programme for 2011-2015 (see also http://www.un.am/res/Gender%20TG%20docs/national/2011-2015_Gender%20Policy_NAP-Eng.pdf)

Target Group: Men, women, girls, boys.

Objective 2.
Preventing and combating violence against women

Legislative Changes: With the purpose of preventing domestic violence and providing assistance to persons subjected to domestic violence, and to ensure enforcement of Law "On Social Assistance", which defines the concept of "domestic violence" the following documents were adopted:

- Decision of the Government of the RA No. 1069-N "On establishing the list of persons included in socially disadvantaged and special groups entitled to a living space, procedure and conditions for providing housing, declaring decisions of the Government of the Republic of Armenia No. 614-N of 13 April 2006 and No. 894-N of 1 August 2013 as invalid, and making an amendment and supplement to Decision of the Government of the Republic of Armenia No. 304-N of 17 February 2011, and making an amendment to Decision No. 1516-N of 25 December 2014" adopted on 10 September 2015, which regulates relations pertaining to providing accommodation (as a temporary shelter) to persons subjected to domestic violence, as well as those pertaining to solving social issues thereof;
- Order of the Minister of Labour and Social Affairs of the Republic of Armenia No. 144-A/1 "On approving criteria for preliminary identification of persons subjected to domestic violence" approved on 20 October 2015;
- Order of the Minister of Labour and Social Affairs of the Republic of Armenia No. 177-A/1 "On approving guidelines for referral of persons subjected to domestic violence" approved on 10 December 2015.

The last two documents are aimed at promoting the process of identification, referral and provision of social services to persons subjected to domestic violence, as well as providing bodies conducting identification of persons subjected to domestic violence with relevant instruments and methodology.

It is worth to mention that it is foreseen to adopt standalone legislation on domestic and gender-based violence in line with the UN Convention on the Elimination of All Forms of Discrimination Against Women General recommendation No.19 and with the Council of Europe Convention on preventing and combating violence against women and domestic violence.

Policy Changes: The State Interagency Commission on Combating gender Based Violence has been established (Prime Minister Decree No-213-A) consisting of 40 representatives from key state agencies, civil society and international organizations active in this field.

The Action Plan for the National Strategy on Human Rights Protection adopted on February 27, 2014 by the Government of the Republic of Armenia, envisages the introduction of efficient legal mechanisms for the prevention of and responsibility for manifestations of domestic violence, in accordance with international standards.

The Ministry of Labour and Social Affairs has developed a training module on Domestic Violence for holding training courses for social workers. In December 2014 and September 2015, the National Institute of Labour and Social Research of the Ministry of Labour and Social Affairs of the Republic of Armenia organised a training course for more than 50 social workers of local offices of all social services.

For the purpose of raising the awareness among citizens, referring them to relevant structures in cases of domestic violence, information corners - presenting literature on domestic violence, contacts of non-governmental organisations dealing with family issues and rendering services in the Republic of Armenia, hotline numbers - have been established in certain divisions of the Police.

Other activities: Currently the Ministry of Justice of Armenia has set up a working group comprising representatives of interested executive bodies which will study the best international practices related and elaborate a draft law "On Domestic Violence".

Armenia attaches importance to signing of the CoE Convention on Preventing and Combating Violence against Women and Domestic Violence. It is expected to have signed the above-mentioned Convention by the end of 2017.

Target Group: Women, girls.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes: Key pillar of legal reforms in Armenia is set of amendments to the Constitution adopted on 6 December 2015 through referendum, which reaffirmed constitutional guarantees for protection of women's rights. The Constitution, in particular stipulates the principle of legal equality between women and men, as well as stipulates that one of the main objectives of state policy in the economic, social, and cultural spheres is promotion of actual equality between women and men.

Regarded as key issues and requiring adoption of new fundamental approaches at the level of constitutional solutions, reforms in the electoral system and the concept of referendum were also discussed within the framework of the constitutional reforms affected in the Republic of Armenia. In this respect, the New Electoral Code has been adopted.

Pursuant to part 3 of Article 3 of the Judicial Code of the Republic of Armenia, the Courts of First Instance shall be the Courts of General Jurisdiction and the Administrative Court. Pursuant to parts 4 and 5 of the same Article, the Courts of Appeal shall be the Criminal Court of Appeal, the Civil Court of Appeal and the Administrative Court of Appeal. The Administrative Court and the Administrative Court of Appeal shall be the specialised courts.

There is also a Constitutional Court operating in the Republic of Armenia, which is the highest body of the constitutional justice and ensures the supremacy of the Constitution of the Republic of Armenia in the legal system of the Republic of Armenia. Pursuant to Article 100 of the Constitution of the Republic of Armenia, the Constitutional Court shall, among other powers, determine the compliance of laws, decisions of the National Assembly, decrees of the President of the Republic, decisions of the Government, Prime Minister, local self-government bodies with the Constitution, prior to ratification of an international treaty determine the compliance of commitments enshrined therein with the Constitution.

Policy Changes: Currently, the judicial reforms in Armenia are in progress. The 2012-2016 Strategic Programme for Legal and Judicial Reforms has been adopted, which provides for wide-ranging activities covering judicial, penitentiary and criminal legislation, as well as all the laws related to the human rights of women.

As prescribed by part 3 of Article 117 of the new Judicial Code of Armenia, when drawing up the list of candidacies for judges, gender balance shall be considered. If the number of judges of either sex is less than 25% of the total number of judges, at least five places shall be secured in the list of candidates of that sex.

Other activities: Extrajudicial institutions, particularly the Office of the Human Rights Defender, are also engaged in the issues related to the protection of women's rights and access to justice. Pursuant to the Law of the Republic of Armenia "On state budget for the year of 2014" the Government of the Republic of Armenia has increased the budget allocated for activities of the Defender by about AMD 25 million resulting in continuous operation of the Rapid Response Service and regional Offices of the Defender in Gavar, Kapan and Gyumri. Every year the Human Rights Defender publishes Annual Reports thoroughly addressing the activities carried out in the field of human rights.

Target Group: Women, men.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: The new Constitution adopted after being endorsed by voters in a referendum on 6 December 2015. According to its Article 210, a new Electoral Code has entered into force by 1 June 2016. The new Electoral Code provides clearer mechanisms for protection of women's rights in the political sphere which will contribute to their more active participation in the political life of country.

Policy Changes: With a view to achieving the implementation of the principles stipulated in Beijing Platform for Action on ensuring availability of functional and efficient mechanisms to achieve gender equality in the state administration system, the Council on Women's Issues under the Prime Minister, established in 2000, has been replaced by the Council on Ensuring Equal Rights and Equal Opportunities for Women and Men. The Council rule of procedure stipulates that "the Council has been established as a national mechanism to co-ordinate the process of ensuring equal rights and equal opportunities for women and men in all spheres".

Other activities: Taking account of the current political situation, i.e. adoption of the new Constitution of the Republic of Armenia, activation of social-political processes in connection with elections of local self-government bodies in 2016 and of the National Assembly in 2017, optimization and political changes in bodies of the executive power, amendments initiated by the Government of the Republic of Armenia in the legal framework with regard to public service, in order to enhance women's political participation, the following objectives have been set:

- (1) issue of ensuring at least 30% representation of women in elective bodies;
- (2) making relevant amendments to the Electoral Code of the Republic of Armenia in two directions:
 - (a) instead of including women in the first group of 5 of the lists, representation of at least one woman candidate in the 1st to 4th and each next 4 seats;
 - (b) improvement of rotation mechanism (in case a female deputy recuses herself or assumes another position, the latter should again be replaced by a woman);

(3) during the upcoming elections (National Assembly, local self-government bodies), support to female candidates through implementation of relevant programmes (educational, grants, etc.) at all the levels.

As a result

- More effective quota for women's representation (25%) in the Parliament has been prescribed as compared with the regulations of the previous Electoral Code. At the same time, a gradual approach has been stipulated, and a higher quota has been prescribed for 2021 (30%);

Target Group: Women.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes: Following the December 2015 referendum, the Presidential Order No. NH-170-A was issued on 10 February 2016, listing the legal reforms to be undertaken by April 2017 to comply with the new Constitution, including the following legal acts with respective deadlines for submission to the National Assembly:

- The Electoral Code – 01.03.2016
- The Law on the Prosecution – 01.04.2016
- The Law on Human Rights Defender – 01.05.2016
- The Law on Local Self-Governance – 01.09.2016
- The Law on Political Parties – 01.10.2016
- The Rules and Procedures of the National Assembly – 01.11.2016
- The Law on Constitutional Court – 01.02.2017
- The Judicial Code – 01.03.2017

In line with newly adopted Constitution the new Electoral Code of RA was drafted and entered into force on 1 June 2016

Policy Changes: Taking into account the survey results and the international obligations, the Government has initiated the development of a new Strategy on Providing Equal Rights and Equal Opportunities for Women and Men for 2016-2018.

The Employment Strategy of Armenia for 2013-2018 defines a requirement for increasing the minimum salary, which aims at improving the standard of living of the population through increasing income and introducing mechanisms of equitable distribution. Increase in the minimum salary will reduce high dispersion of salaries existing in the economy, as well as the gender pay gap, which is conditioned by both a high level of involvement of women in sectors with low productivity and the fact of holding by women lower positions.

In particular, the minimum salary was set at AMD 45 000 from 1 July 2013, AMD 50 000 from 1 July 2014 and AMD 55 000 from 1 July 2015. The Action Plan of the Government of the Republic of Armenia approved by Decision No 511-A of 19 May 2014 foresees the increase of the minimum monthly salary to AMD 65 000 in the period of 2014-2017.

As already mentioned due to the recent Constitutional changes and new amendments done in Electoral Code of Armenia, more effective quota for women's representation has been prescribed as compared with the regulations of the current Electoral Code (25% representation of women in elective bodies instead of 20%). At the same time, a gradual approach has been stipulated, and a higher quota has been prescribed for 2021 (30%).

Moreover, the rotation mechanism is also applied, according to which in case a female deputy recuses herself or assumes another position, the latter should again be replaced by a woman.

On 16 July 2015, the Council of Court Chairpersons of the Republic of Armenia adopted Decision No. 02-N, which approves the 2015-2017 Action Plan aimed at the implementation of the Decision of the Council of Court Chairpersons of the Republic of Armenia No. 04-N "On Promoting Sex (Gender) Balance among Candidates for Judges" adopted on 29 August 2014. As a result of this Action Plan the tangible results targeted at increasing the level of involvement of women in the judicial system of the Republic of Armenia are already noticed. As of May 2016, 170 out of 234 staff positions of judges are occupied by male representatives, 56 positions are occupied by female representatives, whereas 8 staff positions remain vacant. Thus, the number of female judges amounts to nearly 25% of the total number of practicing judges.

The number of women in the Diplomatic Service of the Republic of Armenia is increased by way of enrolling more women in the Diplomatic School of Armenia. With regard to female ambassadors, their number has reached to four as of 2016.

Other activities: Armenia continues to make efforts for preventing trafficking. In order to bring the legislation of Armenia in conformity with the requirements of Palermo Protocol and the Council of Europe Convention on Action against Trafficking in Human Beings, the Law on "Identification and Support to Persons Subjected to Trafficking in Human Beings and Exploitation" was adopted by the National Assembly of Armenia in 17 December 2014 and entered into force on 30 June 2015.

The law regulates procedures for identifying and supporting persons subjected to trafficking or exploitation, including foreigners and stateless persons, providing them with relevant residence status and safe return. The assistance includes also a lump-sum monetary compensation provided by State.

In the framework of the 5th National Action Plan "On Fighting Exploitation and Trafficking of Human Beings in the Republic of Armenia for the period of 2016-2018" various objectives are defined, which are addressed in all areas of the fight against human trafficking and exploitation and include the main directions of the previous programme.

The actions defined in the programme are addressed to the efficient organizing of the fight against human trafficking and exploitation and are included in 5 main sections which are the following:

- Legislation to combat human trafficking and exploitation and implementation mechanisms;
- Prevention of human trafficking and exploitation;
- Detection, protection and support for persons subjected to human trafficking and exploitation;
- Co-operation;
- Study performance, monitoring and evaluation.

In the framework of the mentioned 5th National Action Plan number of preventive measures as well as measures directed to provision of assistance to victims is planned. Awareness raising activities have already started.

Preliminary works are being conducted to review the modules on trafficking included in training programmes of civil servants and to bring them in compliance with the new legislation.

Various events are organised by the Police of the Republic of Armenia on providing equal rights and opportunities for women and men, raising the role of women in the society, elimination of all stereotypes, as well as prevention of any kind of violence against women in which representatives from state governance bodies and NGOs are included.

Target Group: Women

Main Challenges:

Despite the fact that a number of state programmes have been implemented in the Republic which included measures aimed at gender equality and advancement of women, there are still a lot of issues that need to be addressed, including the ones related to ensuring rights of more vulnerable groups of women (women with disabilities, refugee women, women in poverty, etc.). There is a need to draw more attention to the issue of participation of women in the political and public life, promotion of women's participation in the economy, poverty reduction, strengthening of the institutional mechanisms for gender equality, as well as in a number of important issues on social and health sectors.

COUNTRY: AUSTRIA

Objective 1. Combating Gender Stereotypes and Sexism

Other activities: New Project men and reconciliation of work and family life (2015-2017), Ministries of Social Affairs and Ministry of Health and Women's Affairs together with the Social Partners. Aim is to raise awareness about the positive impact of more men taking caring responsibilities and to raise the share of men.

New Folder on Pensions for Women. Women are informed how their career choices influence their future pension entitlements.

New Platform "Meine Technik" has been established - tool to help women gain more access to professions in technical fields.

New event: Girl's Day MINI for girls in kindergartens. Aim is to raise interest in scientific and technical issues and to influence further career choices

Objective 2. Preventing and combating violence against women

Legislative Changes: Amendment of the Austrian Criminal Code.

- *Injury to sexual integrity, § 205a of the StGB*, is understood to have taken place when someone has engaged in sexual intercourse with a person, or sexual acts equivalent to such, against that person's will or through coercion or as a result of intimidation. This clause became effective on 1 January 2016. It is punishable by a prison sentence of up to two years. Ignoring a person's will is itself a form of sexual violence and does not require the use of (additional) violence, menacing threats or any other form of coercion.

A new category of offence of forced marriage came into effect on 1 January 2016. This was previously considered a case of severe coercion.

Forced marriage, § 106a of the StGB, is understood to occur when someone requires a person to enter into marriage or civil partnership by means of violence or through menacing threats, or the threat of separation from family members. This is punishable by a prison sentence of between six months and five years.

PAYS: BELGIQUE

Objectif 1.
Combattre les stéréotypes de genre et le sexisme

Changements législatifs : Afin de lutter contre les stéréotypes de genre et le sexisme dans l'enseignement supérieur, la Communauté française a adopté un décret instituant un Comité Femmes et Sciences. Cet organe consultatif est en outre chargé de remettre des avis à l'attention du Gouvernement sur la question du genre dans les carrières scientifiques et académiques. Le Comité Femmes et sciences a également comme mission de partager les expériences et d'identifier les problèmes concrets et les obstacles auxquels sont confrontées les femmes qui envisagent de se consacrer à une activité dans le domaine de la recherche et de proposer au pouvoir politique des modifications décrétales ou réglementaires, ainsi que des actions qui permettent d'améliorer l'égalité des femmes et des hommes dans les carrières scientifiques et académiques.

Afin de responsabiliser l'ensemble des acteurs concernés en matière d'hypersexualisation des enfants, qui renforcent les stéréotypes, un avant-projet de décret relatif aux concours sur l'apparence physique destinés aux enfants a été adopté par le Gouvernement de la Communauté française en 1^{ère} lecture le 20 juillet 2016. Cet avant-projet de décret vise notamment à encadrer les concours de mini-miss, à empêcher les dérives dangereuses pour l'intégrité morale, physique et psychologique des enfants qui prennent part à ces concours, d'éviter la banalisation des stéréotypes sexistes et de défendre les principes d'une égalité réelle des femmes et des hommes.

Autres activités : Au niveau fédéral, suite à un recours en annulation de l'Institut pour l'égalité des femmes et des hommes, la Cour Constitutionnelle a rendu en janvier 2016 un arrêt reconnaissant le caractère discriminatoire de l'article de la loi sur la transmission du nom accordant un droit de veto aux pères en cas de désaccord entre les parents sur le nom de famille de leur enfant. Le législateur devra donc modifier cette disposition avant le 31 décembre 2016.

L'Institut pour l'égalité des femmes et des hommes (IEFH) est également intervenu auprès de la Cour constitutionnelle pour défendre la loi du 22 mai 2014 tendant à lutter contre le sexisme dans l'espace public qui avait fait l'objet d'un recours en annulation. Selon les requérants, celle-ci n'était pas suffisamment claire et praticable et nuisait à la liberté d'expression. La Cour a rejeté toutes les objections de principe à son encontre.

Dans le cadre de l'Assemblée des Femmes, Alter Egaes, lancée par la Ministre des Droits des femmes de la Communauté française en 2015, un deuxième appel à projets a été lancé, en mai 2016, pour 250.000 euros, afin de soutenir les associations de femmes qui souhaitent développer et mener des actions sur la thématique du « Droit à ne pas être stigmatisée ». D'autre part, trois commissions ont été mises en place en vue de développer trois sous-thématiques spécifiques : « Racisme et sexisme : mêmes logiques ? », « Les inégalités en matière de santé, et plus particulièrement dans le sport » et « Les stéréotypes et la stigmatisation dans les médias et la publicité et plus particulièrement la publicité diffusée dans les médias publics et/ou soutenus par les pouvoirs publics ».

En 2015-2016, comme depuis 2012, l'opération « Girls day, Boys day » a été menée en Communauté française en vue de déconstruire les stéréotypes liés au sexe dans les choix d'orientation scolaire et professionnelle des jeunes. 110 classes, réparties dans 36 écoles, ont participé au projet, soit près de 2500 élèves.

En vue de combattre les stéréotypes de genre et le sexisme dans le sport et les loisirs, un colloque a été organisé le 21 janvier 2016, avec différents expert-e-s académiques et de terrain. Dans ce cadre, il a aussi été procédé à une modification de la Circulaire générale relative à l'Organisation de l'enseignement secondaire ordinaire et à la Sanction des études afin de permettre l'organisation de cours d'éducation physique en mixité (filles/garçons).

Dans le cadre des stéréotypes de genre et du sexisme dans les médias, une seconde édition du Global Media Monitoring Project (GMMP) a été réalisée en 2015 en Communauté française. Il s'agit d'une étude publiée tous les 5 ans, qui analyse, dans tous les médias du monde, le même jour, la place accordée aux femmes dans l'information.

Dans le même cadre, une base de données, expertalia.be, a été mise sur pied à destination des journalistes. Cette base de données d'expert-e-s « femmes » et d'expert-e-s issu-e-s de la diversité d'origine se veut adaptée aux attentes des journalistes et vise à leur faciliter l'identification des expert-e-s femmes et issus de la diversité afin de leurs permettre de diversifier leur carnet d'adresse traditionnel. Sa diffusion est prévue pour le 28 octobre 2016.

In Flanders a new competition for second and third year students in journalism was launched in September 2016, the Clichékillers (www.clichekillers.be). The student's entry can be an article, video or radio documentary giving evidence to a non-stereotypical portrayal about one or more themes ranging from poverty, gender, disability, ethnicity and/or sexual identity. The contest runs until 29th of February 2017

Objectif 2.

Prévenir et combattre la violence à l'égard des femmes

Changements législatifs : La Convention du Conseil de l'Europe sur la prévention et la lutte contre la violence à l'égard des femmes et la violence domestique a été ratifiée par la Belgique le 14 mars 2016. L'Institut pour l'égalité des femmes et des hommes (IEFH) a été désigné officiellement, le 11 avril 2016, comme organe responsable pour la coordination, la mise en œuvre, le suivi et l'évaluation des politiques et des mesures prises en Belgique dans le cadre de cette Convention. L'IEFH assurera cette mission en étroite collaboration avec l'ensemble des départements fédéraux, communautaires et régionaux impliqués dans la prévention et la lutte contre la violence basée sur le genre. Des co-ordinateurs ont à ce titre été désignés au niveau des Communautés et Régions.

Changements politiques : La Belgique s'est dotée le 10 décembre 2015 d'un nouveau plan d'action national de lutte contre la violence basée sur le genre (PAN 2015-2019)¹, associant l'Etat fédéral, les Communautés et les Régions, et coordonné par l'IEFH. Ce PAN, élaboré notamment sur base des recommandations issues de la société civile, s'inscrit pleinement dans la lignée de la Convention d'Istanbul. Il comporte 235 nouvelles mesures visant à lutter contre la violence entre partenaires, la violence sexuelle, les mutilations génitales féminines, les mariages forcés, les violences liées à l'honneur et la prostitution. Il a notamment pour but de poursuivre le développement d'une approche multidisciplinaire et holistique, de mieux collecter des statistiques genrées (un groupe de travail a été créé à cette fin), d'améliorer la législation et la réglementation, de sensibiliser à nouveau le grand public et des groupes cibles (en particulier les jeunes et les migrants), d'accentuer la formation dispensée aux professionnels concernés, d'accorder davantage d'attention à l'évaluation des risques, de garantir une meilleure protection des victimes, la collaboration avec de nouveaux partenaires tels que le secteur privé et les médias, l'attention renforcée sur les groupes

¹

http://igvm-iefh.belgium.be/fr/publications/plan_daction_national_de_lutte_contre_toutes_les_formes_de_violence_basee_sur_le_genre.

vulnérables, etc. Le monitoring du PAN a été lancé. Un rapport d'avancement est prévu fin 2017. Par ailleurs, les Gouvernements francophones (Région wallonne, Fédération Wallonie-Bruxelles et COCOF) ont uni leurs efforts pour lutter conjointement contre les violences de genre en adoptant le 18 novembre 2015 un nouveau plan intra-francophone de lutte contre les violences sexistes et intrafamiliales 2014-2019² comportant 176 mesures dont les principales constituent leur contribution au PAN 2015-2019.

Le Plan national de Sécurité (PNS) 2016-2019 a été présenté le 7 juin 2016. Ce document constitue le fil conducteur du fonctionnement policier. Il reflète la contribution de la police intégrée à la politique de sécurité qui est fixée par le gouvernement fédéral et reprise dans la Note-cadre Sécurité Intégrale (NCSI) 2016-2019, présentée, elle aussi, le 7 juin 2016³. La NCSI constitue le cadre de référence stratégique de la politique de sécurité, pour la période 2016 à 2019, pour tous les acteurs qui peuvent y contribuer en fonction de leurs compétences, responsabilités ou objectifs sociaux. La violence intrafamiliale et la violence sexuelle figurent parmi les 10 phénomènes de sécurité fixés par le PNS 2016-2019 auxquels les services de police et toutes les autres instances concernées doivent prêter une attention particulière pendant les quatre prochaines années. La NCSI 2016-2019 reprend également ces problématiques parmi ses thèmes de sécurité.

Autres activités : Une circulaire de politique criminelle en matière de violence dans le couple (COL 4/2006) a été révisée en octobre 2015. Des améliorations et des adaptations ont ainsi été apportées à ce dispositif. Cette circulaire révisée s'inscrit dans la même logique d'intervention que la circulaire originelle. Elle se base sur la conviction que plus tôt l'auteur de violence se trouve confronté au rappel ferme de la loi par l'autorité, plus l'intervention judiciaire permet de mettre un frein à cette violence et d'éviter l'engrenage du cycle de la violence.

Un outil pratique d'évaluation des risques de la violence entre partenaires en ligne (www.risicotaxatie.be) a été présenté en juillet 2016. Ce projet a été coordonné par l'IEFH et réalisé par l'University College Leuven-Limbourg (UCLL), en collaboration avec divers représentants du secteur policier et judiciaire. Cet instrument met à disposition des professionnels, notamment de la police, des conseils et une grille de facteurs de risque et de facteurs de protection afin de déceler, en amont, les situations de violence entre partenaires, et ainsi, agir efficacement en offrant une réponse adéquate pour toute la famille et en mettant un terme à la violence.

Différentes actions de sensibilisation ont été menées à l'occasion de la Journée internationale pour l'Élimination de la Violence à l'égard des Femmes du 25 novembre. L'IEFH a lancé une campagne intitulée « Réagissez avant d'agir ! », qui s'adressait principalement aux jeunes hommes âgés de 18 à 25 ans⁴. La Wallonie, la Fédération Wallonie-Bruxelles et la Cocof ont mené la campagne « No Violence » afin de sensibiliser les jeunes entre 15 et 25 ans aux violences dans leurs relations amoureuses⁵. Trois vidéos, abordant respectivement les violences physiques, verbales et sexuelles faites aux femmes, ont notamment été développées dans ce cadre. La campagne « SOS Violence » a été conduite par la Région de Bruxelles-Capitale afin d'inciter les femmes à faire entendre leur voix. Un site internet⁶ a également été lancé à destination des victimes, auteurs et témoins. Enfin, signalons également les nombreuses activités menées en

² <http://www.wallonie.be/fr/actualites/violences-sexistes-et-intra-familiales>.

³ http://justice.belgium.be/fr/nouvelles/autres_communiques_27.

⁴ <http://igvm-iefh.belgium.be/fr/activites/violence/campagnes>.

⁵ www.aimesansviolence.be et

[http://www.federation-wallonie-](http://www.federation-wallonie-bruxelles.be/index.php?id=detail_article&no_cache=1&tx_cfwbarticlefe_cfwbarticlefront%5Baction%5D=show&tx_cfwbarticlefe_cfwbarticlefront%5Bcontroller%5D=Document&tx_cfwbarticlefe_cfwbarticlefront%5Bpublication%5D=1141&cHash=c1a49278999ea1e89622402808b04533)

[bruxelles.be/index.php?id=detail_article&no_cache=1&tx_cfwbarticlefe_cfwbarticlefront%5Baction%5D=show&tx_cfwbarticlefe_cfwbarticlefront%5Bcontroller%5D=Document&tx_cfwbarticlefe_cfwbarticlefront%5Bpublication%5D=1141&cHash=c1a49278999ea1e89622402808b04533](http://www.federation-wallonie-bruxelles.be/index.php?id=detail_article&no_cache=1&tx_cfwbarticlefe_cfwbarticlefront%5Baction%5D=show&tx_cfwbarticlefe_cfwbarticlefront%5Bcontroller%5D=Document&tx_cfwbarticlefe_cfwbarticlefront%5Bpublication%5D=1141&cHash=c1a49278999ea1e89622402808b04533).

⁶ <http://www.sosviolence.brussels/>

Flandre et en Wallonie au niveau des provinces, à l'image de la campagne « *Als liefde pijn doet...* » initiée par la Province du Brabant flamand. Ces campagnes furent également l'occasion de mettre en avant les lignes d'écoute existantes telles que le 0800/30.030⁷ (francophone) et le 1712⁸ (néerlandophone).

En Communauté française, suite à la publication en 2013 d'un référentiel à l'attention des professionnel-le-s « Un enfant exposé aux violences conjugales est un enfant maltraité », plus d'une centaine de travailleuses médico-sociales de l'ONE (Office national de l'enfance) ont bénéficié d'une sensibilisation spécifique à cette problématique.

L'Observatoire de l'enfance, de la jeunesse et de l'aide à la jeunesse a commandité une étude qualitative sur « Le point de vue des jeunes dans les séparations parentales : vécus et stratégies d'adaptation ». Il s'agit de considérer les enfants et les jeunes comme des experts de leur vécu afin de mieux comprendre ce qu'ils vivent lors de la séparation de leurs parents et ce qu'ils mettent en œuvre pour s'adapter à la situation. Le contexte de violence conjugale, distinct du conflit de couple, a été pris en compte dans les témoignages analysés. Réalisée par la Faculté de Psychologie et des Sciences de l'Éducation de l'Université de Mons, cette étude sera finalisée en 2016⁹.

La lutte contre la violence sexuelle constitue l'une des priorités du PAN 2015-2019. Différentes mesures ont d'ores et déjà été menées.

Suite à son évaluation en février 2014, la directive ministérielle sur le set d'agression sexuelle (COL 10/2005 du Collège des procureurs généraux près les cours d'appel sur le set agression sexuelle) a été révisée en juin 2016. Le set agression sexuelle a pour but de garantir la qualité des enquêtes relatives à des faits de viol ou d'attentats à la pudeur et de limiter les perturbations psychologiques résultant de l'agression sexuelle et d'éviter ainsi une victimisation secondaire.

Une étude de faisabilité menée sur la mise en place de centres de référence multidisciplinaires pour la violence sexuelle (*sexual assault referral centers - SARC*) est conduite actuellement par l'International Centre for Reproductive Health de l'Université de Gand (ICRH-Gent). Dans le cadre de cette étude, une délégation belge s'est rendue aux Pays-Bas et au Royaume-Uni afin de tirer des enseignements des dispositifs mis en place dans ces pays. Cette étude livrera ses résultats fin 2016. Toutefois, il a d'ores et déjà été convenu d'élaborer, en étroite collaboration avec l'ICRH-Gent, un projet visant à préparer la mise en place de projets-pilotes de prise en charge des victimes de violence sexuelle en Belgique. Les résultats de ce second volet d'étude sont quant à eux prévus pour fin février 2017.

En outre, un état des lieux et une méthodologie visant à lancer une étude de prévalence concernant la violence sexuelle faite aux hommes ont été réalisés en décembre 2015. Une étude sur une réforme du droit pénal concernant la violence sexuelle a également été menée.

Un site internet sur les violences sexuelles visant à rassembler toutes les informations pour les victimes et leur entourage a été lancé en mars 2016¹⁰.

Enfin, signalons que quatre journées d'étude intitulées « code 37 » ont été organisées en 2015-2016 sur la problématique de la violence sexuelle et à destination du secteur policier et judiciaire. Ces journées ont rencontré un vif succès. Un manuel spécifique concernant l'accueil et l'audition des victimes a été finalisé par les officiers de police et diffusé à leur intention au cours de ces journées

⁷ <http://www.ecouteviolencesconjugales.be/>.

⁸ <https://www.1712.be/>.

⁹ <http://www.oejaj.cfwb.be/index.php?id=15537>

¹⁰ <http://www.violencessexuelles.be/>

d'étude. Une cinquième journée d'étude est à nouveau prévue en 2016.

L'IEFH a actualisé et traduit, en collaboration avec le CIRÉ (association « Coordination et initiatives pour réfugiés et étrangers »), une brochure intitulée 'Migrant(e) et victime de violences conjugales. Quels sont mes droits ?'¹¹. Cette brochure a été distribuée en juin 2016 notamment auprès des parquets, de la police et des services d'aide et d'intégration.

Un guide de bonnes pratiques en matière de lutte contre les mutilations génitales féminines a été élaboré et présenté en février 2016¹². Il a pour but de proposer aux divers acteurs et actrices concerné-e-s des mesures et actions concrètes lorsqu'ils/elles se trouvent devant une situation relative aux mutilations génitales féminines.

Des travaux sont menés actuellement au sein du Collège des procureurs généraux afin d'élaborer une circulaire de politique criminelle relative aux violences liées à l'honneur, aux mariages forcés et aux mutilations génitales féminines. A terme, l'objectif est de disposer de lignes directives en termes d'approche policière et judiciaire communes à l'ensemble du pays.

On the Flemish side, the organisation INTACT will analyse and examine the Istanbul Convention as a reference framework with regards to FGM. By way of best practices and policy recommendations the existing 'common strategy for the fight against FGM' will be deepened and broadened.

La Communauté française a soutenu le Réseau Mariage et Migration afin de lui permettre la création d'une ligne téléphonique gratuite (0800 / 90 901) offrant écoute et orientation professionnelle à toute personne concernée par la problématique des mariages forcés. Ce soutien visait également la réalisation et diffusion de la campagne « Envie d'aimer » visant la prévention des mariages forcés et arrangés. Axée autour de la question « *Qu'avez-vous fait de plus fort par amour ?* », cette campagne s'adresse aux jeunes, en n'insistant pas sur leurs origines ou culture mais plutôt sur une valeur fondamentale en amour : la liberté de choix. Elle a pour vocation d'impulser chez les jeunes la volonté de vivre le plus librement possible leur vie affective et d'oser demander de l'aide si une quelconque contrainte s'imposait à eux.

Les résultats d'une étude exploratoire menée sur la prostitution en Communauté française ont été présentés en mai 2016. Une étude visant à dresser un état des lieux de la prostitution en Belgique est également menée actuellement au niveau de l'Etat fédéral.

Une étude de prévalence sur la violence à l'égard des femmes en Région bruxelloise a été lancée fin 2015 par la Région de Bruxelles-Capitale. Elle est menée actuellement par l'Université de Gand.

Le premier '*Family Justice Centre*' a été inauguré en juin 2016 et officialisé par la signature d'une charte par les représentants de l'ensemble des autorités et services compétents. Le concept de '*Family Justice Center*' est né aux Etats-Unis. En Belgique, ce premier centre a été mis en place à Anvers, en étroite collaboration entre la Province d'Anvers et le conseil communal et le centre public d'action sociale de la ville d'Anvers. De tels centres seront mis en place dans d'autres villes au cours des prochaines années. En effet, l'Autorité flamande a décidé, sur base de l'expérience mise en œuvre à Anvers, de déployer ce type de dispositif à l'ensemble de la Flandre.

¹¹ <https://www.cire.be/thematiques/sejour-et-regroupement-familial/regroupement-familial/migrant-e-et-victime-de-violences-conjugales-quels-sont-mes-droits>.

¹² <http://www.strategiesconcertees-mgf.be/tool/guide-de-bonnes-pratiques/>.

The Flemish Community launched a new campaign by the hotline 1712, Flemish contact point on violence, in order to increase the accessibility for minors. All those visiting the website www.1712.be, will be able to click on a page for minors - 13 years old, one for youngsters between 13 and 18 years and adults. The sub websites will provide accessible and tailor-made information about bullying, sexual harassment, abuse, neglect and violence within the family.

Objectif 4.

Assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique

Autres activités : Au niveau fédéral, l'IEFH a dressé un premier bilan de la mise en œuvre de la loi du 28 juillet 2011 relative à la présence des femmes dans les conseils d'administration des entreprises cotées en bourse, des entreprises publiques autonomes et de la Loterie Nationale. L'étude réalisée montre que la représentation des femmes au sein des conseils d'administration des entreprises étudiées a doublé en 6 ans : de 8.2% en 2008 elle est passée à 12.7% en 2012 et à 16.6% en 2014.

Le décret du 3 avril 2014 visant à promouvoir une représentation équilibrée des hommes et des femmes dans les organes consultatifs, stipule que le Gouvernement de la Communauté française peut octroyer une dérogation s'il s'avère impossible de remplir l'obligation des deux tiers pour des raisons fonctionnelles ou qui tiennent à la nature spécifique de l'organe consultatif.

La Direction de l'Égalité des Chances est chargée d'assurer le suivi de ces demandes de dérogation. Entre octobre et décembre 2015, la Direction de l'Égalité des Chances a procédé à l'analyse de 38 demandes de dérogation en regard des critères définis dans le décret ; à savoir les raisons fonctionnelles ou liées à la nature spécifique de l'organe.

Le décret du 15 décembre 2010 vise à promouvoir la participation équilibrée d'hommes et de femmes dans les organes des personnes morales désignés par la Communauté française. Ce décret s'applique aux organes de la Communauté française pour lesquels une ou plusieurs personnes sont désignées ou proposées à la désignation par le Parlement, le Gouvernement ou un Ministre, avec ou sans intervention d'un tiers.

En 2015, 49 organes de personnes morales ont participé à la deuxième évaluation sur la représentation équilibrée des femmes et des hommes dans les organes de personnes morales désignés par la Communauté française. Face au déficit constaté de la représentation des femmes dans les organes de personnes morales, la Direction de l'Égalité des Chances a fait plusieurs recommandations portant sur la clarification de la définition de la notion d'organes de personnes morales, l'élargissement de la règle des 2/3 à tous les mandats de l'organe (en ce compris, les membres non désignés), la mise en œuvre de mesures de sanction en cas de non-respect du décret.

En Belgique francophone, le secteur non marchand représente près de 13.000 emplois ETP. Ce secteur est assez féminisé. En effet, le non marchand occupe plus de femmes que d'hommes avec près de 64,5% de l'effectif total pour ces dernières. Cependant, les instances décisionnelles ne reflètent pas cette féminisation du secteur. En effet, les conseils d'administration sont composés de près de deux tiers (64%) de membres masculins¹³. Entre 2014 et 2015, la Direction de l'Égalité des Chances a donc mené une action de sensibilisation des associations aux enjeux de l'égalité et de la

¹³ Comment se finance le secteur associatif? - Résultats d'une enquête de terrain menée en Belgique francophone - Recherche menée dans le cadre d'une subvention START associant la Région wallonne, l'Université de Liège et CERA Scrl, Sybille MERTENS et Michel MAREE, Décembre 2011

mixité des femmes et des hommes dans leur organisation, ainsi qu'un accompagnement spécifique auprès de 10 associations. En septembre 2015, la Direction de l'Égalité des Chances a initié un processus d'autoévaluation visant à mesurer l'efficacité, l'efficacité du projet pilote et la durabilité de ses effets. Ce processus se clôturera en décembre 2016.

The 2007 decree to promote a more balanced participation of women and men in the advisory committees and management boards of the Flemish Government states the principle that maximum 2/3 of the members may belong to the same sex. The first evaluation report was published in March 2015. The report showed that for 1/5th of the bodies, the composition data were not complete. 5% of the bodies for which data were available, are in compliance with the quota regulation.

The Flemish Minister for Equal opportunities, who co-ordinates the implementation of the decree, will implement measures to improve the equal representation of men and women in the Flemish advisory and administrative bodies. The next report will be presented to the Flemish Parliament on 11 November 2016.

Objectif 5.

Intégrer dans toutes les politiques et dispositions une démarche soucieuse d'égalité entre les femmes et les hommes

Changements législatifs : Le 7 janvier 2016, la Communauté française s'est dotée d'un nouveau décret relatif à l'intégration de la dimension de genre dans l'ensemble des politiques de la Communauté française. Avec ce décret, le Gouvernement devra mesurer au préalable l'impact sur la situation des femmes et des hommes de chaque proposition de décision et de loi qu'il prendra. Cette mesure aura donc un impact concret sur les politiques publiques notamment l'octroi de subventionnement pour des projets de secteurs divers et à terme devrait permettre aux femmes d'être mieux représentées dans certains secteurs.

Changements politiques : Dans le cadre de la Note d'orientation sur les politiques d'égalité des femmes et des hommes du Gouvernement de la Communauté française, un plan sur l'égalité entre les femmes et les hommes comprenant 34 actions a été adopté le 19 novembre 2014 par la ministre des droits des femmes. Plusieurs de ces actions visent à déconstruire les stéréotypes et les normes de genre dans les différentes compétences de la Fédération Wallonie-Bruxelles et à promouvoir la participation équilibrée des femmes et des hommes dans les instances décisionnelles.

Autres activités : Au niveau fédéral, suite à l'adoption du plan fédéral gender mainstreaming en juillet 2015 et de la constitution du groupe interdépartemental de coordination, des formations ont été organisées tant vis-à-vis du groupe, que des cellules stratégiques des membres du gouvernement ou de leurs administrations (formations ciblées et thématiques). Le soutien à la mise en œuvre du plan a également pris la forme de consultation sur mesure de la part de l'IEFH ou d'experts externes. Le Conseil des ministres a examiné le premier rapport semestriel du groupe en janvier 2016. Enfin, l'IEFH a publié un Manuel pour l'intégration de la dimension de genre dans les procédures d'octroi de subsides.¹⁴ Ce manuel vise à expliquer comment les institutions publiques peuvent veiller à ce que les éventuelles différences entre femmes et homme soient prise en compte lors de l'utilisation de subsides. Le manuel offre des instructions claires et des exemples concrets afin de promouvoir l'application de ce principe.

¹⁴ http://igvm-iefh.belgium.be/sites/default/files/93_-_manual_gender_dimension_subsidies_eng.pdf

In line with the 2008 Decree holding the framework for the Flemish equal opportunities and equal treatment policy, gender mainstreaming (as well as mainstreaming with a focus on sexual identity, disability and accessibility) is implemented via the open method of co-ordination. The Flemish government has agreed on its third Framework Policy Plan for the period 2015-2019. The 'Flemish Horizontal Policy Action Plan 2016-2017' holds about 220 action plans covering all grounds, of which about 30 pertain to gender. Every minister is responsible for implementing the action plans within the agreed framework. For the period 2018-2019 new action plans will be set up.

COUNTRY: BOSNIA AND HERZEGOVINA

Objective 1. Combating Gender Stereotypes and Sexism

Legislative Changes: In July 2016 the Law on amendments to the Anti-discrimination Law of Bosnia and Herzegovina (BiH) was adopted by BiH's Parliamentary Assembly. BiH legal framework on anti-discrimination has been advanced. The amendments to the Anti-discrimination Law introduce the following improvements:

- Inclusion of age and disability on which grounds discrimination is also, from now on, explicitly prohibited (Article 2);
- Prohibition of discrimination based on the relation with a protected group/ground (Article 2);
- Improved definition of harassment and sexual harassment (Article 4);
- Clear definition of aggravated forms of discrimination (Article 4);
- Improved procedural aspects, related to urgent procedures (Article 11), specific actions for protection of discrimination (Article 12), judiciary jurisdictions and procedure deadlines (Article 13), judicial security measures (Article 14), burden of proof (Article 15), third party participation (Article 16), and collective lawsuits (Article 17).

Additionally, sexual orientation and gender identity are explicitly covered by the Law, and the correct legal terminology in local language. The Law also explicitly states "sex characteristics" as a prohibited ground of discrimination. Bosnia and Herzegovina is the first country in South-East Europe, which provides anti-discrimination protection for intersex people in all spheres of life. The Anti-discrimination Law of BiH now provides full protection from discrimination for all lesbian, gay, bisexual, trans and intersex (LGBTI) people.

Policy Changes: The BiH gender mechanisms – Agency for Gender Equality of BiH, Gender Centre of the Federation of BiH and Gender Centre of the Republika Srpska have recognised the need to work on LGBT rights and they have included measures for adequately addressing the needs of this marginalised group in the Gender Action Plan of BiH through Annual Operational Plans for 2016. Three institutional gender mechanisms are following the established practice of the mechanisms for gender equality in the member states of the European Union and they are becoming the pioneers in the struggle for rights of sexual and gender minorities in BiH.

Other activities: Both BiH entities passed through emergency parliamentary procedure new Labour Laws in 2015, prohibiting discrimination on the basis of, among other things, marital status, family obligations and pregnancy. Overtime work for pregnant women, mothers of children younger than 3 years of age, single parents and adoptive parents of children younger than 6 years of age are prohibited. The Laws specify that at the beginning of their employment workers cannot be asked for information irrelevant to their employment such as ask for information on their family/marital status and the employment cannot be conditioned on taking a pregnancy test, unless the job itself would present a risk for the mother and the child.

Inequalities in maternity allowance still exist throughout BiH. In one of the two entities, the Federation of BiH, allowance depends on the canton in which mother lives and the sector in which she is employed, while in the Republika Srpska (RS), the Labour Law regulates the question of child support by setting up a Public Fund for the Protection of Children RS.

Target Group: Population of Bosnia and Herzegovina

Link:<http://soc.ba/en/anti-discrimination-law-of-bih-unofficial-consolidated-text/>

Objective 2.

Preventing and combating violence against women

Legislative Changes: BiH was one of first countries in the Western Balkans to have passed a Gender Equality Law (passed in 2003, revised in 2010). The Law guarantees gender equality and equality of opportunity in all spheres of life, takes over from the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) definition of sexual harassment and harassment, prohibits gender based discrimination, and introduces affirmative measures to achieve gender equality. The Law forms the basis for the creation of a network of mechanisms and institutional structures for advancing gender equality at all levels of administration in the country.

At its 62nd Session on 3 September 2013, the Council of Ministers of BiH adopted the second periodic "Gender Action Plan of Bosnia and Herzegovina 2013 – 2017" (GAP), as a strategic document for implementation of the Gender Equality Law.

At its 16th session on 23 July 2015, the Council of Ministers of BiH adopted Framework Strategy for Implementation of the Council of Europe's Convention on the Prevention and Combating Violence against Women and Domestic Violence for the period 2015 – 2019. BiH has ratified the Convention in 2013, as only the sixth member state of the Council of Europe to have done so. The Framework Strategy is an exhaustive framework that defines the implementation of the Istanbul Convention in BiH and the steps necessary for harmonisation of the legislative and institutional mechanisms with the Convention. Unfortunately, the Government of RS withheld its support for this document, considering it a matter under Entity and not State jurisdiction, while acknowledging the obligations stemming from the Convention and implementing the same.

In addition to the Framework Strategy, other important public policies are implemented in BiH related to the gender-based violence – Federation of BiH Strategy for combating domestic violence (2013-2017) and Strategy for Combating Domestic Violence in RS (2014 – 2019). In line with the RS Strategy, and co-ordinated by the Ministry of Family, Youth and Sports of the RS, the RS Council for Combating Domestic Violence was established.

In order to overcome ambiguities in the existing Law regarding establishing and financing of the Safe Houses, the Draft Law on Changes and Amendments to the Law on Combating Domestic Violence FBiH was adopted on 2 December 2015, following a dynamic discussion in the House of Representatives PFBiH and it was then forwarded into the public debate.

Policy Changes: In December 2015 the BiH Gender Equality Agency of BiH signed with the "Safe Network BiH", a coalition of civil society organisations, including all nine safe houses in BiH – a Memorandum of Understanding for the addressing in partnership gender-based violence in BiH.

Methodology for Monitoring of the Implementation of the Istanbul Convention, including the methodology for data-collection, was adopted in 2015, with the gender institutional mechanisms in BiH participating in its development, and supported by UN Women.

In 2015 the High Judicial and Prosecutorial Council of BiH has issued "Guidelines for Prevention of Sexual and Gender-Based Harassment in the Judicial Institutions in BiH" providing the array of measures and activities. Judicial officials and all employees in judicial institutions must obey to these

Guidelines and adhere to the principles of gender equality in their work.

The Agency for Gender Equality of BiH has developed Information on Mechanisms for Efficient Prevention and Protection from Gender-based and Sexual Harassment in the Working Environment in the Institutions of BiH, with the adoption of this document at the governmental level is pending.

Other activities: In 2015 the Gender Center of the FBiH, with support of the OSCE Mission to Bosnia and Herzegovina, put into operation a web-based domestic violence database. The database represents the first integrated information source on all domestic violence cases in the FBiH that have been reported to police, social workers, safe house representatives and the domestic violence hotline.

Implementation of the policies in the area of combating gender based violence is expected to be further intensified in the coming period with introduction in 2016 by the Ministry for Human Rights and Refugees of a budget-line for grants to the NGOs for combating gender based violence, as well as the international donors which have committed funds (USAID 750,000 USD and Swedish SIDA 1.5 mil USD) to finance projects for strengthening BiH capacities to address gender-based violence, enhance the services to the victims of gender-based violence and harmonisation of the legislative framework and standards for prevention and protection from gender based violence in BiH.

Target Group: Victims of gender violence and domestic violence.

Link: http://arsbih.gov.ba/wp-content/uploads/2015/10/CAHVIO_Strategy.pdf

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes: In May 2015 the Criminal Code of BiH was harmonised with the relevant norms of the Rome Statute of the International Criminal Court, as to recognise the persecution on “political, racial, national, ethnic, culture, religious, gender and other ground” as a criminal act against humanity. The Court of Bosnia and Herzegovina has issued two verdicts on this grounds so far, in which it was decided that in addition to the jail-time, the perpetrators are also obligated to pay the victims of conflict-related sexual violence the awards for the nonmaterial damage they suffered. These verdicts represent a key precedent for the wider region and not just for Bosnia and Herzegovina. Until these decisions, neither a single victim of conflict-related sexual violence, nor victims of war crimes in general had managed to get their right to compensation recognised within criminal cases.

In October 2016 the Law on Free Legal Aid in BiH was adopted, as essential addition to the legal framework for free legal aid (there have been already existing a law for RS and four cantonal laws on free legal aid) and improving equal access to justice to all citizens.

Policy Changes: Implementation of the State Strategy for Processing of the Cases of the War Crimes in BiH is ongoing. One of the goals of the strategy is to establish a functional mechanism of case management, which includes distribution of the war crime cases between the state-level and the entity and District of Brčko judiciary. The aim is that the most complex cases are handled by the state-level Office of State Prosecutor and Court of Bosnia and Herzegovina, while the cases considered less complex to be handled by the cantonal and district courts and prosecutors' offices and basic court and prosecutor of the Brčko District.

The Court of Bosnia and Herzegovina has established and updated the centralised database on handling of the war crime cases in all courts in BiH.

Other activities: Criteria for assessment of the complexity of the cases of war crimes have been defined by the Criminal Procedures Law of BiH in which conditions for decision-making on taking over and transferring of the cases are regulated. Complexity of the cases is assessed on the basis of three main factors: gravity of the act, role and features of the perpetrator and other relevant circumstances.

Target Group: Survivors of war crimes, victims of gender-based violence, general public of BiH

Link: <http://vsts.pravosudje.ba/>, http://vsts.pravosudje.ba/vstv/faces/pdfservlet?p_id_doc=33929;
<http://www.ombudsmen.gov.ba/Default.aspx?id=0&lang=BS>,
http://www.ombudsmen.gov.ba/documents/obudsmen_doc2016041515322172bos.pdf

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: Political participation of women in BiH is far from satisfactory. According to the election law, there is an open list ballot system with preferential voting. There is legal obligation that all ballots contain at least 40% female candidates. However, when the 40% translates quota into seats, the end result is that the seats allocated to women hardly ever pass 20%, with last October's municipal elections we end up with as low as 4.5% women mayors. To remedy such an unsatisfactory percentage of the women elected, the Agency for Gender Equality in BiH, in partnership with the civil society organisation "Sarajevo Open Centre", submitted to the Gender Equality Commission of the House of Representatives of Parliamentary Assembly of BiH the amendments to the Election Law of BiH as to increase quota of women candidates in the ballots from 40% to 50%. Unfortunately, in May 2016 the amendments were not passed in the Parliamentary Assembly.

Upon the initiative from the Agency for Gender Equality of BiH in partnership with the civil society organisation "Sarajevo Open Centre", in December 2015 the Gender Equality Commission of the House of Representatives of Parliamentary Assembly of BiH adopted a proposal of the Law on Changes and Amendments of the Law on the Council of Ministers of BiH (CoM), which stipulated that the Council of Ministers of BiH will not be formed after the 2018 General Election, unless (and until) it satisfies the 40% gender quota requirement. Unfortunately, in May 2016 at the 30th session of the House of Representatives of the Parliamentary Assembly of BiH, the proposed Law was not adopted.

Policy Changes: The Co-ordination Board for UNSCR 1325 has been established for monitoring of the implementation of the Resolution in BiH. The Co-ordination Group of the Civil Society Organizations for UNSCR 1325 was formed and signed a Memorandum of Understanding with the Co-ordination Board. Council of Ministers of BiH adopted a 2015 Report on the implementation of UNSCR 1325, acknowledging the progress in implementation. This report offered an overview of the current situation. It concluded that there was an apparent increase in women's interest to join the Army – from the 23 candidates who responded to the first recruitment ad in 2008, to 595 who responded to the penultimate ad in 2014. Although there has been a low level of participation in different education workshops by the members of the Armed Forces BiH (due to the necessary requirements of: rank, regiment, proficiency in foreign languages, and other), there has been a noticeable increase in the participation of women in these educational workshops, and there has been a decrease in the number of obstacles faced by women interested in participating. Further, this report states that the

implementation of the strategic measures through the Action Plan for the Implementation of resolution 1325 has led to the creation of a more favorable environment for the increase of women in the police and the armed forces, although the increase is still the most prominent in the lower positions.

Other activities: Institutional gender mechanisms in BiH and civil society organisations conducted numerous public awareness and advocacy campaigns in the pre-election period for the 2014 General Elections and 2016 Local Elections. In preparation of the women-candidates for the 2014 General Elections, the Agency for Gender Equality of BiH, with the assistance of the OSCE Mission in BiH and other partners, undertook the activities for promotion of the representation of women in the public and political life, held 10 trainings and raised visibility of 137 women-candidates through their political parties during the pre-election campaigns. "Statement of Commitment of Political Parties for Gender Equality", signed by nine BiH political parties including some of the major ones, was an important outcome of this activity. For the 2014 and 2016 elections, the Gender Center of the RS organised the campaign "Vote Equally!" campaign in the RS.

Target Group: Population of Bosnia and Herzegovina

Link: <http://arsbih.gov.ba/oblasti/1325-u-bih/>; <http://arsbih.gov.ba/oblasti-2/ravnopravno-ucisce/>

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes: In line with Gender Action Plan of BiH 2013 – 2017, and according to the Law on Gender Equality, it is an obligation of all state institutions to create gender-sensitive legislation and to submit the drafts of the laws and sublegal regulations to the Agency for Gender Equality and entity gender-centres for harmonisation with the gender principles. The average number of submitted drafts per year is constantly increasing and has since 2012 increased more than ten times. Agency's opinions on conformity with the Gender Law also contain recommendations on mainstreaming gender into laws and policies. In January 2016 Agency has submitted to the General Secretariat of the Council of Ministers of BiH Information on conformity of the drafts of laws and other regulations with Law on Gender Equality of Bosnia and Herzegovina.

Policy Changes: The setting of legal standards to guarantee the enjoyment of the principle of gender equality and non-discrimination is not sufficient to achieve substantive gender equality. A dual approach to these strategies is commonly accepted: on the one hand, specific actions including positive action/temporary special measures and, on the other hand, gender mainstreaming is to be applied to all policy areas and processes. The co-ordination body for the implementation of the Gender Action Plan of BiH 2013 – 2017 has been established, consisted of the representatives of all major state-level institution. The State level institutions are integrating the goals, measures and activities from the Gender Action Plan into the yearly work plans, thus mainstreaming gender principles into their policies.

In particular, there is an overall gender mainstreaming policy in place in BiH embedded in the Gender Action Plan in BiH (GAP BiH, 2013-2017). It is the State's strategy to mainstream gender in all areas of public and private life. Apart from GAP BiH, there are several sectoral strategies and action plans at the state and entity levels: the action plan for implementation of UNSCR 1325 (2014-2017) in BiH, the Framework Strategy for implementation of Istanbul Convention (2015.2018), entity strategies for prevention and combating gender based violence. The State Agency for Gender Equality and entity gender centres have key roles in these processes. They initiate and create

strategies and policies in the area of gender equality with relevant institutional partners and CSO representatives. They also monitor the implementation of the strategic documents, provide professional support to responsible institutions, and prepare regular reports to the BiH Council of Ministers.

The aim is to achieve a systemic and co-ordinated approach to gender mainstreaming in BiH through the establishment of institutional co-ordination bodies appointed by CoM BiH, for monitoring the implementation of state strategies and action plans. They are actively involved in annual operational planning and reporting. In this way, institutional commitment for introducing gender equality standards in the ministries' scope of work.

Target Group: Decision makers, civil servants and parliamentarians, general population of Bosnia and Herzegovina

Main challenges: Lack of human capacities of gender institutional mechanisms due to increasing scope of work. Institutional knowledge and understanding of importance of gender mainstreaming within the BiH government is uneven. Institutions introduce gender equality standards in their annual plans and programmes but budget allocations are not sufficient.

COUNTRY: BULGARIA

1. Strengthening the national institutional mechanism on gender equality

In Bulgaria there is a National Council on Equality between Women and Men, which is a body for consultations, co-operation and co-ordination between the central and local bodies of executive power and civil society structures. It gives opinions on draft strategic documents and normative acts containing provisions related to equality of women and men, before being submitted to the Council of Ministers; participates in the development of the National Strategy for equality between women and men; proposes measures to promote the state policy of equality between women and men; participates in the development of quantitative and qualitative indicators necessary for the monitoring system. There is a Regulation for the structure, organisation and operation of the National Council on Equality between Women and Men at the Council of Ministers, adopted by the Council of Ministers in August 2016. It corresponds with the newly adopted Gender Equality Act.

The National Council consists of representatives from:

1. ministries, state and executive agencies and other bodies, established by law;
2. representative organisations of workers and employees at national level;
3. representative organisations of employers at national level;
4. the National Association of Municipalities in the Republic of Bulgaria;
5. legal non-profit entities, whose business activity is in line with the priorities of the state policy on equality between women and men, set forth in conditions, criteria and procedures stipulated in the rules on the structure, organisation and operation of the National Council on Equality between Women and Men at the Council of Ministers.

The Chairperson of the National Council on Equality between Women and Men is the Minister of Labour and Social Policy. Organisational and technical maintenance of the activities of the National Council on Equality between women and men is provided by the Ministry of Labour and Social Policy. The National Strategy for Equality between Women and Men is a fundamental programming document and includes:

1. objectives for achieving equality between women and men in all areas;
2. the bodies responsible for achieving the objectives;
3. the priority areas for action to achieve the objectives;
4. performance indicators.

The national strategy is implemented through plans which include activities, responsible authorities, financial resources and indicators of activity performance.

Implementation of the National Strategy for Gender Equality 2009-2015 and updating of the strategy

In June 2015, the Ministry of Labour and Social Policy created an intergovernmental working group concerning the actualisation of the National Strategy for promotion of Gender Equality 2009-2015 with a period of implementation up to 2020. The purpose of the group was to review and update the national priorities in the field of equality between women and men in long-term plan in accordance with the socio-economic reality on national and European level.

In 2016, Bulgaria updated the existing National Strategy for Equality between Women and Men.

Indicators for evaluation of its implementation were elaborated in parallel with the process of updating the Strategy. In November 2016, the Bulgarian Council of Ministers approved the new one - National Strategy for promotion of gender equality 2016-2020. It corresponds to the European Commission Strategic Engagement for Gender Equality 2016-2020.

The National Strategy for Equality between Women and Men is a fundamental programming document and include: objectives for achieving equality between women and men in all areas; the bodies responsible for achieving the objectives; the priority areas for action to achieve the objectives; and performance of indicators. It will be implemented through plans which include activities, responsible authorities, financial resources and indicators of activity performance.

2. National action plans for promoting gender equality and reporting

Until 2016, Bulgaria prepared, implemented and reported annual about action plans for promotion of gender equality. In 2016 there was no action plan, because of the process of updating the Strategy and the preparation of the Gender Equality Act. Now Bulgaria is starting the process of elaboration of the next Action Plan under the Strategy.

In April 2016, the Annual Gender Equality Report for 2015 was adopted by the Council of Ministers. In 2015, special attention was paid to the implementation of measures for promotion of equality between women and men in the decision-making process; building administrative capacity of the central and local administration, the judiciary, social partners and raising awareness and sensitivity of society.

The process of elaboration of the Annual Gender Equality Report for 2016 commenced in January 2017.

3. Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)

On 21 April 2016, Bulgaria signed the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). This new landmark treaty of the Council of Europe opens the path for creating a legal framework at pan-European level to protect women against all forms of violence, and prevent, prosecute and eliminate violence against women and domestic violence. The process of its ratification is currently active under the activities of Ministry of Justice of Bulgaria.

After the signing of the Convention, the Ministry of Justice set up an intergovernmental working group on the implementation of the principles and requirements of the Istanbul Convention in Bulgarian legislation. The working group is divided into two smaller working groups - on criminal matters and social services.

In 2017, Bulgaria will start a preparing of the procedure for ratification of the Convention of the Council of Europe on preventing and combating violence against women and domestic violence. In connection with the resulting commitments of the forthcoming ratification of the Istanbul Convention, the Ministry of Labour and Social Policy has taken concrete measures by developing a project in the field of violence funded by the European Social Fund under Operational Programme "Development of the Human Resources". The project proposal was elaborated and is in the process of evaluation and approval. The project aims to plan and provide the necessary general and specific measures by the state to victims of violence on the territory of the country.

4. Legislation changes

In April 2016, the Bulgarian National Assembly adopted a Gender Equality Act. The development of the Act was initiated by the Ministry of Labour and Social Policy of the Republic of Bulgaria and was realised in successful partnership with all stakeholders.

This Act regulates the conduction of state policy on equality between women and men. It regulated the principles, bodies and the mechanisms for the implementation of a unified state policy on gender equality and allocates the management responsibilities. Its purpose is to promote the achievement of equality between women and men by creating conditions for building an institutional environment and the bodies and mechanisms for implementation of the state policy on equality between women and men. The state policy on equality between women and men shall be based on the following principles:

1. equal opportunities for women and men in all spheres of social, economic and political life;
2. equal access of women and men to all resources in society;
3. equal treatment of women and men and non-discrimination and violence based on gender;
4. balanced representation of women and men in all decision-making bodies;
5. overcoming stereotypes, based on gender.

The state policy on equality between women and men shall be realised through:

1. incorporating the principle of equality between women and men in legislation and in all national, regional and local policies, strategies, programmes and plans;
2. implementation of temporary incentive measures;
3. horizontal cross-sectoral approach;
4. national institutional mechanism for co-operation between central and local bodies of executive power, as well as with civil society;
5. consistent and sustainable resource and financial support of the authorities and policy on equality between women and men.

Under the Act, the position of “co-ordinators on equality between women and men” was identified. The central and regional bodies of executive power shall identify employees who shall act as co-ordinators on equality between women and men. Co-ordinators will:

1. participate in the development and implementation of the national policy on equality between women and men;
2. participate in the development of sectoral and local policies and programmes from the point of view of equality between women and men;
3. participate in the preparation of a gender impact assessment of the normative acts and strategic documents, offered by the executive power bodies;
4. participate in the preparation, execution and reporting of the National Strategy and the plans for its implementation under Art. 7, item 3 in the competence of the relevant body of executive power;
5. co-ordinate the implementation of measures within the competence of the body of executive power and participate in the preparation of reports on equality between women and men;
6. participate in the development of quantitative and qualitative indicators and analysis of the equality between women and men in the respective area of competence of the institution;
7. co-ordinate the collection and dissemination of information and best practices, data provision on equality of women and men within the competence of the body of executive power;

8. participate in training on equality between women and men, as well as organise such training;
9. perform other functions in the field of equality between women and men, assigned by the respective executive authority.

The functional responsibilities of the designated employees on equality between women and men are defined in their job descriptions or by order of the civil service appointing authority.

State policy on equality between women and men in districts and municipalities shall be carried out by regional governors and by local authorities together with the regional offices of ministries, state executive agencies and other bodies, established by law, the representative organisations of workers and employees and of employers, non-governmental organisations working on issues of equality between women and men, and other organisations.

The regional governor shall ensure co-ordination between national and local interests on issues of equality between women and men, and shall interact with the local government and local administration bodies, as well as with territorial units of the representative organisations of workers and employers. In exercising its powers to carry out state policy on equality between men and women, the regional governors shall be assisted by officials in the regional administration, designated by them, who shall act as co-ordinators equality between women and men, according to Art. 8.

The Amendment Law (AL) of the Law for Protection against Discrimination (LPDisc.) in connection with an inquiry by the European Commission EU Pilot № 7978/15/JUST for: compliance of the national legislation with Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin was adopted by the Council of Ministers and was entered into the Bulgarian National Assembly for further adoption. So far, the law gives protection to persons subject to discrimination because of their race, ethnicity or other grounds stipulated in the law. With the changes the scope of the law is expanded, providing protection and those who suffer disadvantage, together with the already protected.

COUNTRY: CROATIA

Objective 1. Combating Gender Stereotypes and Sexism

Policy Changes: New National Curricular Reform is in the process of refining its content and it is expected that the new, modern approach to education, free of stereotypes and sexism will be adopted.

Other activities: Recently published research project of the Institute for Social Research in Zagreb, related to the social identities and access to higher education, contains recommendations on gender sensitive education and on how to increase participation of women in ICT and STEM areas of work which are traditional male choices. The Acting Director of the Office for Gender Equality Mr. Sci. Helena Štimac Radin contributed with the article entitled Review of public policies related to establishing of equal opportunities for women and men in education.

The Acting Director of the Office for Gender Equality of the Croatian Government Mr. Sci. Helena Štimac Radin is participating in the campaign "17 Global Sustainable Development Goals" initiated by the Union of Societies Our Children Croatia, with the purpose to promote the goal number 5. Gender equality. The video was made aiming to gain public attention on the importance of realization of gender equality and empowerment of women and girls. <https://ravnopravnost.gov.hr/vijesti/stimac-radin-u-kampanji-17-globalnih-ciljeva-za-odrzivi-razvoj-saveza-drustava-nasa-djeca-hrvatske/2917>

Council of Europe Recommendation CM/Rec(2015)2 of the Committee of Ministers to member States on gender mainstreaming in sport was translated in Croatian and printed by the Office for Gender Equality and 500 pcs were distributed during the first half of the 2016. The Recommendation is also available on the Office for Gender Equality website:

<https://ravnopravnost.gov.hr/UserDocImages/dokumenti/Preporuka%20VE%20o%20rodno%20osvijest%20politici%20u%20sportu.pdf>.

The Acting Director of the Office participated in a thematic session, "Women and Sport", organised by the County Commission for Gender Equality and held a meeting with the President of the Commission for Women in Sport of Croatian Olympic Committee. So, the Acting Director of the Office gave to the President of the Commission Recommendation's brochures for distribution to co-ordinators for women in sport.

Under the auspices of the Government Office for Gender Equality the journal "Zaposlena" organised in March a conference "Mentoring as a form of Networking among Women", as well as the traditional annual event "Woman of the year" held in July 2016.

In March 2016, the Office for Gender Equality supported the conference on women in digital technologies "Ladies of New Business" organised by "Netokracija", media brand dedicated to digital business and technology.

Office for Human Rights and Rights of National Minorities organised in July opening conference of "National Platform for Roma Inclusion". The Platform aims to stimulate co-operation and exchange of experiences among all stakeholders on successful Roma inclusion and integration policies and

practices, with special emphasis on women and young Roma.

Independent Service for Victim and Witness Support of the Ministry of Justice, in the co-operation with the civil society organization of Zagreb Pride, conducts trainings for police officers on the Support for victims of hate crimes against LGBT people.

There has been continued implementation of the Campaign against Hate Speech on the Internet organised by the Ministry of Social Policy and Youth.

Based on the Act on textbooks, Textbook Standard (which promotes anti-biased education), Health and Citizenship Education Curricula, many activities continued in 2016.

Although Civic education has been introduced into the Croatian education system long ago, it came down to a more or less voluntary basis (mostly extracurricular activities). Since August 2014 it has been official and a part of all primary and secondary schools curricula which are free from gender stereotypes and promotion gender equality awareness, as one of the main targets. Also, through teaching, the Ministry of Science, Education and Sports combat hate speech and violence among children and in general (Red button – on the Ministry's web site: <http://public.mzos.hr/Default.aspx>), schools are instructed to follow relevant protocols regarding family violence, sexual violence and peer-violence/school violence.

Accordingly, the Education and Teacher Training Agency continued trainings (CPDs) for teachers, teacher trainers and headmasters in 2016 and, among other things, CPDs' objectives were also related to combating gender stereotypes and sexism and prevention of all kinds of violence, including violence against women.

The Ministry of Science, Education and Sports supported combating gender stereotypes and sexism by co-financing civil society activities/initiatives (projects and programmes) and by publishing and distributing manuals and books for teachers related to health and civic education. Also, there were activities which promoted and supported inter-sectorial co-operation and partnerships related to gender equality education (between state institutions/ministries, at the local and regional level, as well as between public institutions and civil sector).

The Croatian Employment Service (CES) collects data on the labour market indicators (employment, unemployment, active labour market measures), sorted by gender. The data are published monthly in the Monthly Statistics Bulletin and annually in the Yearbook. CES also provides public access data service – *Statistics on-line* (<http://statistika.hzz.hr>). CES actively participates and organises educations for employment counsellors about the need to fight against discrimination, promote gender diversity and inclusion of diversity in the workplace.

Objective 2.

Preventing and combating violence against women

Legislative Changes: The new Act on Protection against Domestic Violence has been drafted. The relevant orders of Council of Europe Convention on preventing and combating violence against women and domestic violence (i.e. the Istanbul Convention) and Directive 2012/29 of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime and replacing Council Framework decision 2001/202 /JHA (i.e. the Directive on Victims' rights) are transposed in the Act.

Other activities: In July a multi-sectoral Working Group to monitor the implementation of the *Rules of*

Procedure in Cases of Sexual Violence established by Office for Gender Equality of the Croatian Government held its first meeting. The establishment of this Working Group has its basis in the orders of *National Policy for Gender Equality 2011 – 2015* and in the final provisions of *Rules of Procedure in Cases of Sexual Violence*. Office is the body responsible for monitoring the implementation of the Rules of Procedure and for reporting Croatian Government regarding this matter. In the Working Group representatives of the competent stakeholders (state bodies/ministries and NGO's) were elected. The main tasks of the Working Group are related to co-ordination and monitoring of implementation of the Rules of Procedure and proposition of necessary amendments. During July and August Working Group members sent to the Office a Report on the implementation of Rules of Procedure during 2014 and 2015 within jurisdiction of their institutions, for the purposes of drafting the Report on the implementation of National Policy for Gender Equality 2011 – 2015.

The Office for Gender Equality regularly distributes to various stakeholders editions of publications of the Istanbul Convention and Review of the Implementation of the Beijing Platform for Action in the EU member states and Croatia - Violence Against Women: Victim Support-Main Findings previously translated into Croatian.

The Ministry of Social Policy and Youth regularly updates and distributes an Address Book of Institutions, Organisations and Other Institutions Providing Assistance, Support and Protection to Victims of Violence.

With a view to raising public awareness about the unacceptability of all forms of violence against women, the Government of the Republic of Croatia regularly marks the 22 September - National Day for the Elimination of Violence against Women with numerous activities since 2004. On this occasion, this year Ministry of Social Policy and Youth organises a Conference "We Go Together" under the special sponsorship of Croatian President Grabar-Kitarović. The aim of the Conference is raising awareness of the institutions and wider public on the importance of combating gender based violence, particularly in terms of obligations arising from the *Istanbul Convention*.

Furthermore, another activity related to marking of this important date is also going to take place in Zagreb - International Conference especially dedicated to the *Istanbul Convention*. Conference is organised by Croatian NGO Centre for Women Victims of War – ROSA and its international partners, with the planned participation of relevant stakeholders, including participation of The Acting Director of the Office for Gender Equality who will present the role of the Office in promoting Istanbul Convention. Relevant issues connected to the legal implications of the *Istanbul Convention* possible ratification and implementation are going to be discussed and the study "Analysis of the Compliance of Croatian Legislation with the *Istanbul Convention* – Repeated 2016 Analysis" will also be presented.

There has been continued implementation of the national preventive campaign "Living Life Without Violence", organised by the Ministry of the Interior in partnership with the Ministry of Science, Education and Sports and in co-operation with civil society organisations. The Project aims at preventing domestic violence, violence against women and violence among youth while inevitably strengthening the target group of 7th and 8th graders to choose positive social values, among them in particular non-discrimination and tolerance. Please find the link to the Facebook page of the Campaign <https://www.facebook.com/zivim.zivot.bez.nasilja>.

According to the Amendments to the Ordinance on the Conduct of Police Officers from 2015, the police officers give to the victims in writing the information on their rights as well as information about relevant non-governmental organisations in the counties. Police officers also provide contact details and refer victims to the Departments for victim and witness support in the county courts and to the National Call Centre.

The Croatian Employment Service (CES) continuously implements active labour market policy measures and activities which stimulate employment of unemployed victims of domestic violence in accordance with the *National Strategy of Protection against Domestic Violence for the period 2011 – 2016* in Croatia. Active labour market policy measures have been carried out through the activities of lifelong career guidance and career development and measures of active policy of co-financing and financing employment defined by the Guidelines for the Development and Implementation of Active Labour Market Policy in the Republic of Croatia for the period 2015 – 2017. In 2015, total of 108 persons - victims of domestic violence were employed through the employment mediation services provided by CES. During 2015, 49 unemployed persons – victims of domestic violence were included in active labour market policy measures and in the first half of 2016, nine persons were included.

Ministry of Justice, Independent Service for Victim and Witness Support of the Ministry of Justice, Judicial and Police Academies, Ministry of Interior, Ministry of Health, Ministry of Social Policy and Youth in co-operation with civil society organisations have been systematically implementing different kinds of activities and training for expert staff with a view to providing protection and assistance to victims, optimum implementation of laws and efficient discovery and processing of perpetrators. Numerous training sessions have been organised for county teams for the prevention and suppression of family violence, and for the police and healthcare workers and workers of social welfare centres, etc.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Other activities: The Office for Gender Equality of the Croatian Government is currently implementing a twinning project with Finnish partners aiming at capacity building of judiciary on gender-based discrimination and raising public awareness on legal protection against discrimination on grounds of gender. During the first quarter of 2017, it is expected to run a public campaign and train judges on national and EU case-law in the area of gender-based discrimination.

The Ministry of Justice in accordance with the provisions of Articles 73 and 74 of the Courts Act ("Official Gazette", number 28/13, 33/15 and 82/15) shall keep records of all persons employed in the courts, on the basis of data submitted by the judicial body. The current legislation and the Statistical overview of the judicial authorities for 2015, give answer to the question whether women under the same conditions are guaranteed equal access to employment opportunities in relation to the judicial authorities.

https://pravosudje.gov.hr/UserDocImages/dokumenti/Strategije,%20planovi,%20izvje%C5%A1%C4%87a/Statisti%C4%8Dki_pregled_za_2015.pdf

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Other activities: With a view to the implementation of *Recommendation Rec (2003) 3 of the Committee of Ministers to member states on balanced participation of women and men in political and public decision making*, the Office for Gender Equality of the Croatian Government in June 2016, made an analysis of women in the membership of the parliamentary political parties in the Republic of Croatia. The analysis was published in the form of press releases in which the focus was on emphasizing the importance of increasing the share of women in politics. The announcement had a

great response in the media just in time to create lists for the upcoming parliamentary elections. The analysis showed that the proportion of women in the membership of political parties (which is about 1/3) is much higher than their participation in the political decision-making. The Office will continue distributing the text above Recommendations to all relevant stakeholders in society.

The State Election Commission has also issued a statement about the importance of the legal obligation of meeting the quota of 40% for the under-represented gender in electoral lists.

In September 2016, early parliamentary elections were held in Croatia. The share of women candidates on the lists was about 40%. But after the election 12.6% of the Parliament was elected women.

On the occasion of International Women's Day, the Acting Director of the Office participated in the round table "The role of women in politics: representation and equal participation" and pointed to the gender stereotypes in politics. The round table was organised by the Information Office of the European Parliament in the Republic of Croatia.

The national scholarship programme "For women in Science" in Croatia for the tenth consecutive year, modelled on the international program, rewards outstanding Croatian young female scientists under 35 years of age who are in final stage of preparation of the doctoral thesis in natural sciences and interdisciplinary fields. Partners of the programme – Croatian Commission for UNESCO of the Ministry of Culture and L'Oreal Adria with the help of the Election Committee consisting of leading Croatian scientists, in the past ten years have awarded at the national level 38 young female scientists by giving them a single individual stipend of 5.000 euros in kunas.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Policy Changes: The Office for Gender Equality of the Croatian Government is co-ordinating the process of development of the new National Policy for Gender Equality for the period 2017 – 2020. Working group for drafting a new National Policy for Gender Equality for the period of 2017 to 2020 was founded by the Office for Gender Equality and members were appointed from different stakeholders – ministries, representatives of NGOs and independent experts, gender equality commissions and Office for Gender Equality. It was agreed that the new National policy will contain, along with introductory situation assessment, seven critical thematic areas: 1. Promoting the human rights of women and gender equality, 2. Equal opportunities on the labour market, 3. Gender-sensitive education and elimination of stereotypes, 4. Equality in political and public decision-making, 5. Eliminating violence against women, 6. International policy and co-operation, and 7. Institutional mechanisms and modes of implementation. After the draft will be made, the National policy will be sent in the regular procedure and public consultation. It is expected that a document of a new National Policy for Gender Equality would be adopted by the Parliament at the end of 2016.

The Government has nominated in 2016 non-discrimination co-ordinators in-charge of monitoring and reporting on so called horizontal issues in EU funded projects in all state administration bodies.

Other activities: Non-compulsory, one day-training on gender equality, including gender mainstreaming, is being organised in the School for Public Administration three times a year. The training is provided by the Office for Gender Equality of the Government of the Republic of Croatia targeting all public servants.

Based on the national legislation and the Regulation (EU) No 1303/2013 of the European Parliament

and of the Council, for the period 2014-2020 the Croatian Managing Authority of ESI Funds coordinated development of a training programme related to general ex-ante conditionalities which are defined in all Operational programmes. The content of the one-day intensive training is related to non-discrimination principles, gender equality and rights of the persons with disabilities. The employees of the Office for Gender Equality are conducting the training based on curriculum related to EU and national gender equality legislation, gender equality policies and gender mainstreaming. Implementation of the series of the training session which started in December 2015 continued in the 2016, and so far 12 trainings were held with 450 participants since February 2016.

On 24 May, the Croatian Governmental Office for Gender Equality and the National Institute for Health and Welfare of the Republic of Finland, organised the opening ceremony of the twinning project entitled Support to the Gender Equality ("CRO Gender") which is financed under EU Transition Facility Programme for Croatia. Its duration is 15 months, starting from May 2016. The kick-off event took place in the Croatian Parliament with the presence of several ambassadors to Croatia, the European Commission Representation to the Republic of Croatia, members of the parliament, representatives of the government, other stakeholders and the media. The objective of this €600.000 worth project is to develop Croatian institutional capacities for gender mainstreaming of public policies, strengthen their networks and increase their visibility. The project should also contribute to efficiency of judiciary in the area of gender equality; and raise public awareness about legal protection from gender-based discrimination. The training will take place in February 2017 and enable further work on gender mainstreaming in public policies on local and national levels. Please find the link to the project sub-webpage:

<https://ravnopravnost.gov.hr/istaknute-teme/twinning-projekt-podrska-ravnopravnosti-spolova/about-the-twinning-project-support-to-the-gender-equality/2890>

The Ministry of Social Policy and Youth within the call for projects and programmes aimed at supporting families and promoting and protecting the rights of children, for the first time introduced the financing of projects aimed at encouraging greater involvement of fathers in family life and a more active parental role.

Within the project "The new approaches of Croatian Employment Service (CES) in delivering services to clients" a new version of the computer programme "My Choice" was created, as well as the manual for "My Choice", which contains descriptions of more than 250 occupations listed in both male and female gender. Within the project, a new portal called e-Guidance was created whose goal is to offer pupils, students, unemployed and the employed vocational guidance through e-services. All questionnaires contain variations in the male and female gender. CES annually publishes regional brochure "Where after elementary school?". In the brochure, the names of all educational programmes have introduced gender sensitive language of professions which promote gender equality in the student population.

ADDITIONAL COMMENTS:

A database of relevant Council of Europe documents has been created on the website of the Office for Gender Equality: <https://ravnopravnost.gov.hr/pristup-informacijama/strateski-i-zakonodavni-okvir-2039/strateski-i-zakonodavni-okvir-za-ravnopravnost-spolova/medjunarodni-dokumenti-2062/1-vijece-europe-2064/2064>

COUNTRY: CYPRUS

Objective 1. Combating Gender Stereotypes and Sexism

Other activities: In the framework of the National Machinery for Women's Rights (NMWR), six Committees have been established (Committee on Equal Participation between Women and Men in Public and Political Life, Committee on Violence Against Women and Trafficking in Human Beings, Committee on European Relations, Committee on Employment and Economic Empowerment of Women, Committee on Eliminating Gender Stereotypes and Committee on Bi-Communal Co-operation), aiming at implementing actions included in the Strategic Plan on Gender Equality 2014-2017, as well as promoting further gender equality issues in Cyprus.

The Ministry of Justice and Public Order/National Machinery for Women's Rights continues to support and subsidise organisations and other bodies towards the implementation of actions that promote equality between women and men, including actions aiming at the elimination of gender stereotypes and social prejudices.

Target Group: Women' Organisations, NGOs, gender equality bodies/agencies, etc.

Other activities: Department of Labour Relations

The Department of Labour Relations implemented the Project "Actions for reducing the gender pay gap", which was co-financed by the European Social Fund. The budget of the Project was 2 million Euros. The implementation of the Project started in July 2010 and concluded at the end of 2015.

The Project consists of a broad mix of actions, aiming in combating the root causes that create and sustain the gender pay gap, as these have been identified by a study conducted by the Department in 2007, as well as various other studies and researches conducted on European and International level. The action in the education sector for eliminating occupational and sectoral segregation by gender was part of this Project. This action comprised of measures for eliminating occupational and sectoral segregation by gender, which included interventions in education issues, such as specialised training programmes for careers advice professionals as well as for 10,000 primary and secondary education teachers. It also included information activities for parents, regarding their children's education and occupation choices.

Target Group: Careers advice professionals, primary and secondary education teachers and parents.

Other activities: Gender Equality Committee in Employment and Vocational Training

- Conference about sexism on 25/2/16 in co-operation with the Ombudswoman
- Study titled :Sexism: From Society to the Public and Political Life and in Employment

Target Group: Social Partners, Parliament's members, Ministries, Local Authorities and Women and Non-Governmental Organisations.

Office of the Commissioner for Administration and Human Rights

Other activities:

1. Reports
 - (Equality Body) regarding the right to provide childcare facilities and the need to regularise the paternity leave as a measure for the reconciliation of professional and family life.

- Own initiative Report of the Equality Body with regard to prohibited discrimination on the grounds of gender and age in the Announcement of the Ministry of Defence for the employment of 3,000 military soldiers (marksmen) at the National Guard
 - (Commissioner for Administration and Human Rights) regarding the practice of a local authority that constituted direct discrimination on the ground of gender, in the field of the access of employment.
 - (National Human Rights Institution) Intervention with the occasion of the International Day for the elimination of violence against women.
2. Launching of a campaign in 2016 regarding the rights of pregnant women and new mothers. This campaign took place in July 2016 and will be continued in September and October of the same year. Main goal is to inform pregnant women, new mothers and women in general, about their rights according to the national legislation. The campaign started with the dissemination of a newly designed publication to the public hospitals and health centres in Cyprus and to the labour unions and the employers' organisations. The publication was also disseminated to NGOs and published in our Office website. In September, the campaign will be launched officially with a press release. A social media campaign will follow for a period of 4 weeks by disseminating the publication, drawings designed specifically for the campaign and other material. A lecture or a press conference is planned to take place at the end of the campaign.
 3. Following an Intervention of the National Human Rights Institution regarding sexism in politics and media, one – day conference was organised (25/02/2016). A presentation of our Office Intervention was made, a speech by an academic on gender policies followed and the conference closed with an intervention on sexism in workplace.

Target Group: 1.General Public; 2. Employers, pregnant women, mothers, women employees, 3. General Directors and Directors of governmental departments, NGO representatives and media representatives.

Objective 2.

Preventing and combating violence against women

Other activities: Awareness raising campaigns have been implemented to encourage women to report incidents of violence and to sensitise professionals and the public. In April 2016, the Ministry of Justice and Public Order, in co-operation with the U.S. Embassy in Cyprus, as well as the Advisory Committee on the Prevention and Combating of Family Violence have launched an educational seminar, entitled «Violence Against Women», aiming at sensitizing professionals on the issue.

In line with the Istanbul Convention the Law Office of the Republic of Cyprus, in collaboration with the Ministry of Justice and Public Order has prepared a bill, aiming at the criminalization of *harassment* and *stalking*, in line with Article 34 of the Istanbul Convention. The bill is expected to be promoted to the Council of Ministers for approval until the end of September and to be submitted to the House of Representatives immediately after the approval of the Council of Ministers.

Additionally, the Ministry of Justice and Public Order/Gender Equality Unit is assessing the results of the two studies prepared by an external partner on the changes that need to be made to the legislative framework of Cyprus, in order to comply with the provisions of the Istanbul Convention, as well as on *Assessment and Risk Management*, according to Article 51 of the Convention.

Other activities: Gender Equality Committee in Employment and Vocational Training Seminars on preventing and tackling sexual harassment in workplace. Also an informative leaflet distributed at various workplaces as well as during the seminars. (http://www.eif.gov.cy/mlsi/dl/genderequality.nsf/page07_gr/page07_gr?OpenDocument).

Target Group: Employers and employees in the Private and Public Sector. In the public sector a training campaign started in March and will be concluded in December 2017. This activity has been organised by the Cyprus Academy of Public Administration in co-operation with the Ombudswoman and the Gender Equality Committee in Employment and Vocational Training.

Office of the Commission for Administration and Human Rights

Policy Changes: The Equality Body is drafting the Code of Practice [Part of the Action Plan for Equality between Men and Women (2014-2017) of the Ministry of Justice and Public Order (action 4.4.4)] for the Prevention and Combating of Harassment and Sexual Harassment in the workplace, in the public sector. The Code of Practice is now under consultation with other competent authorities and it is expected, after its completion, to be approved by the Council of Ministers.

Other activities:

1. Report of the Equality Body regarding the obligations of the employers when they receive complaints for sexual harassment in the workplace.
2. Conferences and 5 trainings, entitled 'Combating sexual harassment in employment in the public sector' [Part of the Action Plan for Equality between Men and Women (2014-2017) of the Ministry of Justice and Public Order (action 4.3.3)], were organised by our Office, in co-operation with the Cyprus Academy of Public Administration and the Gender Equality Committee in Employment and Vocational Training. The trainings will continue until the end of the year. The aim of the training is to raise awareness to the heads of departments, the Equality Officers of the Ministries and other officers in the public service regarding 1) the social and political framework (biological and social sex, stereotypes, sexual harassment as violence against women), 2) sexual harassment in the workplace (causes, types, consequences to the victims and to the employer, statistics, case – studies) and 3) analysis of the legal framework (national and European legislation, case law).

Target Group: Employees in the public sector; General Public, employers and employees; Employees in the public sector.

Objective 3. Guaranteeing Equal Access of Women to Justice

Legislative Changes: The modernisation of family law has been among the priorities of the Ministry of Justice and Public Order, and to this end the Ministry has established a) an expert group composed of judges, lawyers and representatives of the Office of the Commissioner for the Protection of Children's Rights and b) a group of University professors, aiming at assessing the family law legislation in order to be reviewed and adapted to modern needs.

At present the two groups have submitted their proposals, which being elaborated/ consolidated by the Gender Equality Unit of the Ministry of Justice and Public Order.

Also, in this context, the Ministry of Justice and Public Order has also prepared a bill entitled "The Thirteenth Amendment of the Constitution Law of 2015", which provides that the family courts, which hear divorce cases by a tripartite group of judges will now hear divorce cases under a single Judge. The bill, which is expected to accelerate significantly judicial proceedings, is at present before the Parliamentary Committee on Legal Affairs of the House of Representatives.

Other activities: Gender Equality Committee in Employment and Vocational Training
The Gender Equality Committee continues to provide legal aid free of charge to the victims of gender equality discrimination.

Target Group: Victims of gender equality discrimination.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: The House of Representatives has passed into Law the proposal on the adoption of 30% quotas of either gender in the boards of semi-government organisations.

Other activities: In the field of balanced participation of women and men in decision-making positions in public and political life various measures have been taken, such as awareness-raising campaigns with the broad participation of women's organizations, meetings and contacts with political parties and media organizations, dissemination of statistical data and research findings and exchange of good practices through conferences and seminars.

As a result, the participation of women in the House of Representatives has increased from 10.7% to 17.85%, - with three women chairing a Parliamentary Committee - during the last Parliamentary Elections. (In view of the Parliamentary Elections of May 2016 the National Machinery for Women's Rights issued an informative leaflet with short CVs of all the women candidates, aiming at informing and sensitising the society on the issue).

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes: The Cyprus Academy of Public Administration, in co-operation with several stakeholders in the field of Gender Equality, namely the Ministry of Justice and Public Order, the Commissioner of Administration and Human Rights, the Commissioner for Gender Equality and the Gender Equality Committee in Education and Vocational Training are in the process of preparing an action plan on Gender Mainstreaming focused on the training of decision makers in the government sector on how to take into consideration the Gender issues when taking policy decisions.

This initiative includes the preparation of an action plan, the identification of the needs for training through a questionnaire and at the end, the preparation of a training programme addressed to the decision makers mentioned above.

The Commissioner for Gender Equality has requested to participate in all Parliamentary Committees when discussing Law Proposals that cover the gender equality perspective.

Other activities: Reactivation of Gender Equality Officers appointed in every Ministry.

Office of the Commissioner for Administration and Human Rights

Policy Changes:

1. Our Office contributes to the implementation of the action 1.3.1, 1.3.2, 1.3.3 of the Action Plan for Equality between Men and Women (2014-2017) of the Ministry of Justice and Public Order.

COUNTRY: DENMARK

Objective 1. Combating Gender Stereotypes and Sexism

Other activities: During the Danish Presidency of the Nordic Council of Ministers, Denmark held a Nordic seminar on 2-3 November 2015. In connection with this seminar preparatory reports as well as a memorandum of the seminar on hate speech and sexism was published¹⁵. The memorandum contains information on the scope and nature of hate speech and sexism, the legal dimensions of hate speech and sexism, examples of preventive initiatives and proposals for future actions.

As a follow-up to the work by the Danish Presidency, the Nordic Council of Minister under the Finnish Presidency in 2016 will produce a mapping of the legal situation on sexism and hate-speech in the Nordic countries. And the Norwegian Presidency in 2017 will focus on information aimed at the youth on how to avoid and act if subjected to sexism and hate-speech.

To give young women and men, boys and girls competencies to tackle online sexism and abuse the Ministry for Children, Education and Gender Equality will initiate several measures in the fall of 2016:

Campaign on Digital Competencies aimed at young men and women (girls and boys) at upper secondary educations. The aim of the campaign is to combat online sexual harassment and promote a better tone and attitude in online discussions among young women and men. The campaign is developed in co-operation with several NGOs.

Discussions of an ethical codecs against online sharing of abusive photos with student-, teachers and management organizations within upper secondary educations.

National campaign against bullying among children and youth which include initiatives against digital bullying.

Target Group: In the Nordic project, the work will involve public as well as private organizations and experts and NGOs in Denmark and across the Nordic countries. The primary target group for the Danish project is young women and men as well as girls and boys.

Objective 2. Preventing and combating violence against women

Policy Changes: Denmark is implementing the fourth action plan on combating violence in the family and in intimate relations. But as violence in the family and in intimate relations is regarded as a violation of basic human rights the action plan has focus not only on women, but also on battered men, bidirectional violence, and dating violence.

Presently initiatives under these four headlines are being implemented:

1. Strengthened handling and accumulation of knowledge about different forms of violence in the family and in intimate relations.

¹⁵ <http://www.uvm.dk/-/media/UVM/Filer/Ligestilling/PDF16/160309-memorandum.ashx>

2. Strengthened measures and more knowledge about male victims of violence in the family and in intimate relations.
3. Early measures in relation to young people exposed to dating violence.
4. Increased debate and knowledge about the consequences of violence in intimate relations.

- and as concrete examples can be mentioned:

- a) help and guidance to young people, who are victims of dating violence
- b) shelters and guidance to battered men with children, who have to move away from a violent partner
- c) treatment and guidance to victims of stalking is made countrywide
- d) in 2017 an awareness raising campaign will inform about the various forms of violence in the family and in intimate relations.

Other activities: The Danish society has a wealth of services, facilities and initiatives in the social, health and legal systems when it comes to violence in the family and in intimate relations. Any person in Denmark who is exposed to violence is entitled to help and support in the public system. Professionals (local caseworkers, health care staff, the police, teachers, child and youth educators, consultants, etc.) are working on a daily basis with women, men and children exposed to violence, just as the people exposed to violence can find support and treatment through, e.g., accommodation facilities/crisis centres, hotlines, psychological and legal counselling services, intervention centres, etc. The range of players involved in the existing measures is very broad and includes, for instance, the central government, the regions, the local authorities, NGOs and interest organisations.

Target Groups: All Danish citizens, but especially professionals at all levels working with violence in the family and victims and perpetrators of violence in the family and in intimate relations.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes: It is a basic principle in Denmark that the provisions in the Danish Criminal Code and the Administration of Justice Act are drafted in a gender neutral manner whenever possible. Thus, the provisions in most cases apply irrespectively of the gender of the victim.

Furthermore, pursuant to the Administration of Justice Act section 741a victims of certain offences in the Criminal Code, predominantly offences involving elements of violence, deprivation of personal liberty or of a sexual character, may be appointed a support attorney. A support attorney's task is to provide advice and guidance to the victim while the case is investigated and during a possible criminal proceeding. Support attorneys are assigned free of charge for the victims unless the expense is covered by a legal expenses insurance or other insurance.

There have not been any legislative changes since the last the report.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: In December 2012 an act on more women in company boards and management positions was passed in the Danish Parliament. The new provisions include all governmental companies regardless of size and the 1200 or so largest private companies.

The included companies are required to set targets for the share of the underrepresented gender in the supreme governing body. Moreover those governmental companies with more than 50 employees and the 1200 largest private companies have to establish a policy to increase the share of the underrepresented gender in the company's other management levels.

Policy Changes: It is a new policy (since 2013) for the governmental companies and the largest private companies to be obliged to set target figures and prepare a recruitment policy. The state owned companies should seek equal gender balance. The reason for having this goal is simple – the State must take the lead.

Both the governmental companies and the included 1200 or so largest private companies must report annually on their target figures and progress made in achieving the set target figures and the status of the policy.

Other activities: The first annual report on target figures and recruitment policy in governmental companies was published in December 2014¹⁶. The results shows as follows:

- 47% already have an equal gender composition
- 86% of the remaining governmental companies have set targets for the share of the underrepresented gender
- The target figures among the remaining governmental companies are an average set at 39.5%.

The second annual report on target figures and recruitment policy in governmental companies is expected to be published in November 2015.¹⁷

Moreover the Ministry of Children, Education and Gender Equality in general monitor progress on balanced participation of women and men in management positions in the public-sector. The latest figures from 2015 shows as follows:

2013-2015 – gender balance in management positions in governmental institutions				
	Women		Men	
	Pct.		Pct.	
Year	2013	2015	2013	2015
Level 1 – CEOs	19	28	81	72
Level 2 – Heads	24	27	76	73
Level 3 – Managers	47	50	53	50
Overall	39	42	6559	58

Source: "Ligestillingsredegørelser 2015, Hovedrapport" Rambøll Management Consulting for Ministry for Children, Education and Gender Equality 2016, table 7

¹⁶ The first annual report on target figures and recruitment policy as regards the 1200 private companies was published in October 2014.

¹⁷ The second annual report on target figures and recruitment policy as regards the 1200 private companies is expected to be published in September 2015.

2013-2015 – gender balance in management positions in municipalities				
	Women		Men	
	Pct.		Pct.	
Year	2013	2015	2013	2015
Level 1 – CEOs	25	27	75	73
Level 2 – Heads	44	46	46	54
Level 3 – Managers	62	69	38	31
Overall	60	65	40	35

Ligestillingsredegørelser 2015, Hovedrapport” Rambøll Management Consulting for Ministry for Children, Education and Gender Equality 2016, table 16

Target Group: The provisions for more women on company boards apply to governmental institutions/companies and the 1200 or so largest private companies.

Monitoring the balanced participation of women and men in management positions in the public sector includes all state institutions with more than 50 employees, the municipal authorities and the regional authorities.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes: The Act on Gender Equality, adopted in 2000, regulates the area of gender equality outside the labour market and forms the basis and framework for public authorities to promote gender equality. Both the state and regional and municipal authorities are covered by the scope of the Act.

The gender equality mainstreaming obligation is incorporated into all equality legislation, inside and outside the labour market. There is a continuous monitoring of the mainstream obligation of the gender equality legislation in a variety of fields in public services.

Paragraph 4 in the Danish Act on Gender Equality states: *Public authorities shall within their respective areas of responsibility seek to promote gender equality and incorporate gender equality in all planning and administration.*

The last amendment to the law was made in 2012.

Policy Changes: In 2013 the now former government published a new strategy on gender equality assessment (gender mainstreaming) in the public sector. Among the priorities was a special emphasis on gender equality assessment in legislation, which has been strengthened and systematized. The government's strategy on gender equality assessment in the public sector also includes a strengthened gender equality assessment of citizen oriented services; including a strong relationship with local authorities on how gender equality assessment can benefit specific areas of welfare such as the field of unemployment services, healthcare and eldercare.

Overall, three focus areas are to support and strengthen future work by the public sector with gender mainstreaming assessment of:

1. Strengthened gender assessment
2. Strengthened guidelines and exchange of experience
3. Focused monitoring

The strategy is still in force. The activities linked to focus. 1, 2 and 3 are described under "other activities".

In addition, please refer to the website www.ligestillingsvurdering.dk which aims to serve as a knowledge base and platform for exchange of best practice in relation to mainstreaming in public services.

Other activities:

1. Strengthened gender assessment

Work with gender assessment is based on two dimensions. Firstly within personnel and recruitment, and secondly in relation to the core services, i.e. legislation, planning, communication and campaigns targeted the public and budgeting.

In regards to these dimensions two specific activities can be mentioned:

- With the strategy from 2013 a more systematic gender assessment of law drafts was put into place. Every August, the Department for Gender Equality screens the proposed law programme for the following year.
- Gender assessment of municipal services targeted the public.
- In the fall of 2014 and the first half of 2015 the Department of Gender Equality completed a gender mainstreaming/assessment project in co-operation with a number of municipalities in Denmark (Spydspidsprojektet ("Spearhead project")).
The output of the project is an inspiration and tool based guide based on the experiences and innovative methods of the municipalities' gender mainstreaming projects which was published in September 2015. In short, the guide contains:
 - Recommendations to what can be done at local level to strengthen the work with gender equality assessment - including:
 - Considerations on how gender assessment can contribute to innovation and development in relevant areas of welfare.
 - Considerations on implementation and anchoring of equality assessment in the municipal organizations and in regards to the citizen-oriented services.
- Strengthening gender mainstreaming assessment in Governmental institutions.
- In second half of 2016 another gender assessment project is initiated. The project is aiming at collection, distribution, development and implementation of recommendations, tools and best practices of gender assessment based on actual experiences and cases from several Governmental institutions. The project will be facilitated by professional consultants.

2. Strengthened guidelines and exchange of experience

Strengthened gender assessment places high demands on competences and knowledge within the individual authority. And at the same time, exchange of experience on the effects and possibilities of working with gender assessment is pivotal in order to support the public authorities' work with gender assessment.

In regards to this focus area three specific activities can be mentioned:

- Website (www.ligestillingsvurdering.dk)
- Establishment of inter-ministerial network
- Trans-Nordic survey of best practices and effects
- Publication of experiences, best practice cases and tools for the municipal level

3. Focused monitoring of central government institutions, regions and municipalities.

After simplifying and de-bureaucratizing the official gender equality monitoring tool during the previous years, central government institutions and all regions and municipalities have recently reported for the period 2013-2015 and a new reporting will be carried out in 2017 for the period 2015-2017. The new more active monitoring tool covers specific gender equality policy initiatives and actions regarding both gender balance promotion in manager positions and citizens-related core services. In order to compare and benchmark the authorities' efforts on gender equality promotion, different new gender mainstreaming barometers will be applied.

Target Group: The Act on Gender Equality applies to the state, regions and municipal authorities. The strategy from 2013 focuses on the state, regions and local level.

COUNTRY: ESTONIA

Objective 1.

Combating Gender Stereotypes and Sexism

Policy Changes: The gender equality sub-goal of an action plan of the new “Welfare Development Plan for 2016-2023” (see “Additional comments”) includes also activities planned to reduce negative impact that gender stereotypes have on decisions and everyday life of women and men. It includes plans for general measures to raise public awareness of gender stereotypes and their impact but also more specifically about a need and positive impact of sharing both care burden and unpaid housework more equally between women and men. In order to support observing gender equality principles in media relevant recommendations are planned to be developed together with media self-regulation bodies. Mainstreaming gender equality principles and relevant knowledge into school curricula and study materials and raising awareness and developing capacity of teachers and other actors in the field of education to promote gender equality, are among priorities of the future GE policies.

The “Welfare Development Plan 2016-2023” and its action plan also foresee activities to target segregation. In order to tackle horizontal segregation, measures are planned e.g. to raise pupils’ awareness about the impact of stereotypical career choices on a society and its members but also about possibilities for a non-stereotypical career choice. Additionally, measures are planned to raise relevant awareness and capacity of career counsellors. In addition, specific (awareness raising) measures are planned to increase gender balance among teachers, entrepreneurs and in the ICT sector.

Other activities: In autumn 2015, in the framework of the ESF programme “Promoting Gender Equality 2011-2013”, career days for boys and girls were carried out in chosen vocational schools, universities and workplaces, enabling secondary school pupils to receive first-hand information about professions stereotypically considered as more suitable for representatives of the other sex.

Target Group See above.

Objective 2.

Preventing and combating violence against women

Legislative Changes: In May 2016, the Government sent to the Parliament draft amendment act of the Victim Support Act. According to this proposal, women’s shelters’ service for victims of violence against women will be described in the Victim Support Act, thus establishing clear requirements for service providers and people directly working with victims. For the first time, the concept of victims of violence against women will be included into the Estonian legislation. This is an important step ahead in acknowledging the problem and providing proper services for victims. The amendment is planned to enter into force 1 January 2017. Additional amendments of the Victim Support aim to improve the rights of potential victims of human trafficking, most of them women. Starting from 1 January 2017, NGOs working with trafficking victims in Estonia will regain the right to identify victims and to ask the Social Insurance Board to allow services for them. Previously (and at the present moment) a criminal investigation was supposed to have started for a person to be able to get special services. Too few victims received help therefore a decision was made to change the system.

Other activities: From September 2015 to December 2016, Estonia is implementing a European Social Fund project "Identifying the families at risk, including the domestic violence and solving their problems using the network based method". The project is carried out by the Ministry of Interior and the Social Insurance Board in co-operation with the Ministry of Social Affairs, the Police and Border Guard Board and local partners. In the framework of this project, MARAC – Multi Agency Risk Assessment Conferences – model will be adapted and adjusted to Estonian situation for the use in cases of domestic violence. MARAC is a co-operation-based case management model that aims to identify high risk victims and to assure their safety in co-operation with several institutions and specialists. MARAC's overall aim is to reduce domestic violence and its severe consequences. The MARAC model will be prepared, adjusted and tested in pilot areas to get the necessary knowledge and expand the usage of the model in different areas. Trainings for specialists focusing on MARAC will take place, the competence will be built concerning the risk assessment as well as common understanding of identifying the victims, sharing information and responsibilities with professional network. The concept of involvement of volunteer support persons for high-risk victims will be developed and tested during the project. As an outcome of the project, during 2015-2021, local specialists in 10-15 regions are expected to be able to use MARAC model to help families who suffer from domestic violence to reduce repeat victimization.

Target Group: See above.

Objective 3. Guaranteeing Equal Access of Women to Justice

Policy Changes: The gender equality sub-goal of the action plan of the new "Welfare Development Plan for 2016-2023" (see "Additional comments") includes also activities to be implemented to enhance rights protection concerning equal treatment of women and men. Planned activities include for example raising awareness of general public about rights provided in the Gender Equality Act and possibilities for their protection. Awareness raising activities will also be planned for legal professionals to improve their capacity to support implementation of the GEA.

Target Group: General public and legal professionals.

Objective 4. Achieving balanced participation of women and men in political and public decision-making

Policy Changes: Under the gender equality sub-objective of the new "Welfare Development Plan 2016-2023" and its action plan (see "Additional comments"), one of the focus areas is a balanced participation of women and men on all levels of decision-making and management in politics and public and private sectors. According to the action plan e.g. measures will be implemented in the coming years to raise an awareness of employers about the need and possibilities to improve gender balance in a management level of organisations. Additionally, awareness-raising activities will be planned to support possible use of a zipper-method in electoral lists.

Target Group: Employers, political parties.

Objective 5. Achieving gender mainstreaming in all policies and measures

Policy Changes: The gender equality sub-goal of the action plan of the new "Welfare Development Plan for 2016-2023" (see "Additional comments") includes also activities to be implemented to guarantee institutional capacity to promote gender equality, including gender mainstreaming.

Activities planned include improving availability of sex-disaggregated statistics and data, improving gender mainstreaming co-ordination and co-operation, raising awareness and improving capacity of policy-makers to implement gender mainstreaming, etc.

Other activities: In autumn 2015, in the framework of the ESF programme "Promoting Gender Equality 2011-2013", practical and tailor-made gender mainstreaming trainings were organised for policy-makers in six ministries – Ministry of Interior, Ministry of Education and Research, Ministry of Environment, Ministry of Culture, Ministry of Rural Affairs and Ministry of Social Affairs.

In order to provide additional support for the policy-makers and implementers for gender mainstreaming and complying with the principle of equal treatment in the use of the EU Structural and Investment Funds, a competence centre, created in the Office of the Gender Equality and Equal Treatment Commissioner in April 2015, continued to provide feedback and counselling in the process of preparing conditions for granting support from the ESI Funds.

Target Group: Government officials

ADDITIONAL COMMENTS:

On 30 June 2016, the Estonian Government adopted "Welfare Development Plan for 2016-2023" and an action plan for its implementation. The Welfare Development Plan is the first comprehensive social and labour policy strategy document. It has two main aims: 1) high employment rate and long and high quality working life; 2) gender equality, higher social inclusion and decrease of inequality and poverty. The development plan has four sub-goals, one of which is gender equality. Under this sub-goal, the plan targets issues of equal economic independence of women and men; reducing gender pay gap; balanced participation of women and men in all levels of decision-making and management in politics and public and private sectors; reducing negative impact of gender stereotypes on decisions and everyday life of women and men; enhancing rights protection concerning equal treatment of women and men and guaranteeing institutional capacity to promote gender equality, including gender mainstreaming. Measures planned into action plan vary from awareness-raising to legislative initiatives.

COUNTRY: FINLAND

Objective 1. Combating Gender Stereotypes and Sexism

Policy Changes: The Government Action Plan for Gender Equality 2016–2019 was adopted as a Government resolution on 4 May 2016. The Action plan consist six measures improving gender equality in education and sports and alleviating gender segregation in education and labour market.

The Government's aim is to support equality planning and strengthen equality awareness of early childhood education and basic and secondary education. The government aims at ensuring that necessary tools and methods are included in all education and training of pedagogue that allow them to promote gender equality as part of their everyday teaching practices. The aim is to develop co-operation between schools and local businesses and employers in such a way that pupils and students have the opportunity to be exposed to a diverse range of professions and sectors. In this work one of the underlying methods is to tackle gender stereotypes linked with the learning ability and practice, gender roles in society and education and career choices.

Other activities: The national core curriculum for basic education was renewed in 2014, and the new curriculum will be gradually implemented in schools starting from August 2016. Gender equality perspective is mainstreamed in its objectives and core contents of different study subjects.

In 2015, Ministry of Education and Culture, Ministry of Social Affairs and Health, National Board of Education along with the Equality Ombudsman developed teaching methods and produced a guidebook on gender equality planning in basic education. The guidebook was disseminated to all the schools that provide basic education in Finland along with tailored training sessions in 9 locations nationally in 2016.

Objective 2. Preventing and combating violence against women

Legislative Changes: Act on Reimbursement out of State Funds for Providers of Shelters for Victims of Domestic Violence (1354/2014) entered into force 1 January 2015. Now the responsibility for financing the services provided in the shelters rests with the state.

The Istanbul Convention came into effect August 2015.

Policy Changes: The Government's five-year action plan to reduce violence against women, which was a multi-sectoral action plan aiming to reduce violence against women, reached the end of its mandate period at the end of 2015. The action plan included altogether 66 measures, of which some were carried out without separate funding. The implementation of the social and health care – related measures of the action plan was affected by the pending nationwide social welfare and health care reform, undertaken in order to safeguard equal, client-oriented and high-quality social welfare and health care services for everyone throughout the country, as well as to strengthen social welfare and health care basic services. An external evaluation of the action plan showed that the Action Plan was a good instrument in promoting multi-sectoral actions of violence reduction. The implementation of the Action Plan initiated many concrete measures that are required also by the "Istanbul Convention".

The key results of the action plan's implementation include e.g. taking intimate partner and family violence into account as a reason for the granting of support measures under the renewed Social Welfare Act (11§; 1301/2014); quality recommendations on shelters to women who are victims of such violence; training of key trainers; development and implementation of the so-called MARAK- (Multi-Agency Risk Assessment) tool, as well as the preparation and publication of various guide books, manuals and web pages.

As part of the ratification process of the Istanbul Convention the state took (see above) responsibility for financing the services provided in the shelters.

Before 1 January 2015, there were no legal obligations to provide shelter services in Finland. The funding for a shelter run by an NGO was based on a municipality's client-specific financial obligations and separate out-tasking agreements with the municipality. The financing was based on community budgeting.

The purpose of the new act is to guarantee qualitative and comprehensive shelter services all over the country. The new legislation defines also competence requirements for the shelter personnel. The provided services include high quality services for immediate help for a crises situation, 24/7 living and psycho-social support, counselling and guidance for every person in need regardless of residence and free of charge. For the year 2016, a total of 11, 3 million euros have been allocated to 19 shelters that accommodate altogether 118 family places.

The shelters are open for anyone – women, men and children of all ages – who have experienced acts or have been threatened by acts of domestic violence. Children usually stay in the shelter with their parent. Prior to the latest amendment, most of the shelters have only accepted women accompanied with children. As a result of the stabilising change in the financing of the shelters, access to a shelter is now possible also for adults with no children. The shelters cover geographically the different parts of Finland and include also places for the Swedish-speaking minority, as well as migrant women and children. The majority of the shelters are also accessible for persons with disabilities. It is possible to go to a shelter anonymously. Now staying in a shelter is cost-free to the client. Shelters are financed, instructed and monitored by the Ministry of Social Affairs and Health.

Since the domestic implementation of the Istanbul Convention is being initiated, national activities to be undertaken for the purpose of eliminating violence against women will be laid out in a future action plan to be drafted by the co-ordination body that is about to be designated in accordance with Article 10 of the above-mentioned Convention.

Other activities: Combating violence against women is one of the priorities for Finland during the Presidency in the Nordic Council of Ministers 2016. A report of the different models to end domestic and intimate partner violence and to deal with perpetrators is being drafted. As part of the Presidency programme we are, together with RIKK in Iceland, arranging a Nordic conference "Confronting Gendered Violence: Focus on Perpetrators" in November 2016.

Objective 3.
Guaranteeing Equal Access of Women to Justice

Legislative Changes: There is a government proposal in the parliamentary proceedings for including the provisions on reconciliation in the Act on Equality between Women and Men (609/1986). According to the proposal the Ombudsman for Equality would be allowed to take action to reconcile a matter on gender-based discrimination. Engaging in reconciliation proceedings would be voluntary and need the consent of both parties of the dispute. The National Non-Discrimination and Equality Tribunal would have the right to confirm the agreement reached.

The proposed amendment is targeted to strengthen low threshold mechanisms and ease access to justice. Compared to court proceedings reconciliation would also be faster and cheaper. The Non-discrimination Act (1325/2014) including other grounds of discrimination not based on gender already includes provisions on reconciliation.

Target Group: Anyone who suspects having been subject to gender-based discrimination.

Objective 4.
Achieving balanced participation of women and men in political and public decision-making

Policy Changes: Since 2004 Finland has had numerical targets to reach a balanced representation of women and men on the boards of state-owned companies. On the boards of fully state-owned companies the proportion of both women and men must be at least 40%. The 40% goal also applies to the boards of state majority companies. With regard to the boards of the companies where the government has a minority holding, the government aims to promote gender equality in the nomination process. This long-term government action with numerical targets has resulted in a balanced participation of women and men on the boards of fully state state-owned companies and in the Government nominations to the boards of state-owned companies in general.

This target-setting was reconfirmed in the current Government Action Plan for Gender Equality (2016-2019), which states that the Government will continue to pursue its programme to increase the percentage of women among board members at state-owned companies with its earlier goals and the Government Resolution on state ownership policy. The reporting system is strengthened as all ministries will report on the shares of women and men in the boards and management groups of the state-owned companies under their ownership steering in the Annual Report of the Finnish Government. It will also be assessed whether it is possible to expand the programme for state-owned companies to the municipal sector and other companies that are under public control.

Objective 5.
Achieving gender mainstreaming in all policies and measures

The approach to gender mainstreaming in the Finnish government administration has a dual focus: creating and supporting permanent gender mainstreaming structures in all ministries, and ensuring the implementation of gender mainstreaming in the key processes of administration (preparation of legislation, budget preparation, performance management, statistics and major projects).

Other activities: The central gender equality structure, the Gender Equality Unit (TASY) located in the Ministry of Social Affairs and Health, is in charge of the preparation, co-ordination and monitoring of gender mainstreaming in government administration, but the main responsibility for

implementation lies with the ministries. Each ministry has an operational gender equality working group that co-ordinates and monitors gender mainstreaming within the Ministry and is, since 2012, required to have a designated gender mainstreaming co-ordinator. The network of gender equality working groups, co-ordinated by TASY, provides a forum for sharing experience and good practice and identifying and discussing problems.

Operational gender equality working groups in sectoral ministries and network of operational gender equality working groups

Operational gender equality working groups, established in each ministry between 2008 and 2011 are responsible for the planning co-ordination and monitoring of gender mainstreaming in their respective ministries. In most ministries, the working groups are chaired by a head of department of a higher official, and co-ordinated by the assigned GE/GM person of the ministry. Working groups meet in average four times per year. The network of working groups, co-ordinated by the Gender Equality Unit, meets every other month.

Ministries organise gender mainstreaming training for management and civil servants

Prime Minister Juha Sipilä's Government's objectives and measures for promoting gender equality and preventing discrimination have been collected into the Government Action Plan for Gender Equality. The Action Plan is an instrument to co-ordinate the Government's gender equality policy, and it incorporates measures for every ministry. It has been planned so that in addition to the measures that improve the position of women and men, equality is also incorporated into significant societal reforms and spear head projects.

Long term targets of the government are that the Government's decision-making promotes gender equality, central Government processes such as budgeting and preparing Government proposals support promoting equality, the gender effects of Government proposals is evaluated more often and in more detail than before, the evaluation of the budget's gender effects is developed and it is a part of the budget planning process.

The Government supports promoting equality in the Government. All ministries promote gender equality with their activities. The gender perspective is mainstreamed into central societal and Government reforms such as the Government's key projects.

Measures in the Government Action Plan for Gender Equality include:

The ministries ensure that the following key societal reforms and key projects aim to define their equality objectives, evaluate their gender effects during their different stages, and report about their effects from the perspective of gender equality. In addition, adequate gender equality expertise is ensured.

Competence and Education, Key Project 1: New learning environments and digital materials for comprehensive schools

Competence and Education, Key Project 3: Accelerating the transition to working life

Well-being and Health, Key Project 2: Promoting health and well-being and reducing inequalities

Well-being and Health, Key Project 3: Programme to address child and family services

The preparation, implementation and monitoring of the Government's Integration Programme will take into account the promotion of gender equality, with women who stay at home to care for their children as a particular focus group.

The gender effects of the preparation, implementation and monitoring of the social welfare and health care reform and the regional reform will be evaluated. Special focus will be placed on ensuring that gender equality is implemented during changes that related to the status of employee.

All ministries participate in equality work and assess the central equality challenges of their area of politics. The ministries ensure the operating possibilities of the operational working groups on gender equality. Legislative preparations will include assessing gender effects. The ministries will continue to mutually develop mainstreaming in e.g. operational gender equality working group networks.

All ministries will ensure that every governmental area produces gender-differentiated information and that it is used as a basis in preparation and decision-making

Implement a project that evaluates the effects of the 2016 budget on gender equality in connection with the mid-term review of the Government in 2017. Based on this, continue to develop the evaluation of the budget's gender effects.



PAYS: FRANCE

Objectif 1.

Combattre les stéréotypes de genre et le sexisme

- Lancement du plan d'actions et de mobilisation contre le sexisme

Laurence Rossignol, Ministre des Familles, de l'Enfance et des Droits des Femmes a lancé le 8 septembre avec de nombreuses associations et institutions, le plan d'actions et de mobilisation contre le sexisme. il aboutira le 8 mars 2017, qui est la Journée internationale des droits des femmes
Consultez :

- la communication, en conseil des ministres du 8 septembre 2016, du plan :  [cliquez ici](#)
- le discours de la ministre, lors du lancement de ce plan, au Palais de la Femme le 8 septembre 2016 :  [cliquez ici](#)
- le dossier de presse : [cliquez ici](#)
- l'étude "Perceptions de l'égalité entre les femmes et les hommes en France - Regards croisés" réalisée par CAS research en septembre 2016 : [cliquez ici](#)

Objectif 2.

Prévenir et combattre la violence à l'égard des femmes

- Adoption définitive de la [Loi n° 2016-444 du 13 avril 2016 visant à renforcer la lutte contre le système prostitutionnel et à accompagner les personnes prostituées](#).

Au terme d'un parcours parlementaire de plus de deux ans, cette loi affirme la position abolitionniste de la France. L'achat d'actes sexuels, désormais interdit, est reconnu comme une exploitation du corps et une violence faite aux femmes.

Cette loi porte une véritable évolution des représentations dans notre société et fournit également les moyens concrets de cette transformation sur le terrain, avec, par exemple, la création d'un parcours de sortie de la prostitution et d'un fond dédié.

Les personnes prostituées sont reconnues comme des victimes et non plus comme des délinquantes grâce à l'abrogation du délit de racolage. Les clients sont désormais passibles d'une contravention de 1500 euros. La lutte contre les réseaux et le proxénétisme est renforcée.

<http://www.familles-enfance>

droitsdesfemmes.gouv.fr/wpcontent/uploads/2016/04/infog_prostitution130416.jpg

- Protection des femmes contre les violences : pour apporter une réponse plus efficace et plus rapide aux femmes victimes de violences, l'ordonnance de protection est renforcée et sa durée allongée de 4 à 6 mois, avec une prolongation possible, l'éviction du conjoint violent du domicile du couple devient la règle. Le téléphone « grand danger » a été généralisé à tous les départements en 2015.
- Droit des femmes à disposer de leur corps : pour garantir le droit des femmes à s'informer et avoir accès à l'IVG, la référence obsolète à la notion de détresse dans le cadre d'une demande d'IVG est supprimée et le délit d'entrave à l'IVG élargi.

Objectif 3. Garantir l'égalité d'accès des femmes à la justice

L'accès à la justice et au droit constitue une priorité de la France consacrée par la loi depuis 25 ans, avec la loi n° 91-647 du 10 juillet 1991 relative à l'aide juridique : la France s'est en effet dotée d'une politique d'accès à la justice organisée autour de l'accès au droit (consultations juridiques gratuites et de proximité) dans la phase pré-contentieuse, et la mise en place des services uniques d'accès à la justice (au sein des juridictions) qui permettent d'orienter les justiciables. Mais également des bureaux d'aide aux victimes.

La France s'appuie sur un réseau d'associations et de professionnels du droit particulièrement mobilisé pour fournir une assistance gratuite et confidentielle.

1. L'accès à la justice dans la phase pré-contentieuse : un conseil gratuit et de proximité à travers 1 250 points d'accès au droit (PAD). Situés au plus près des populations, en particulier les plus démunies ou fragiles. Les femmes victimes de violences conjugales font partie de ce public cible.
2. Le centre national d'information sur les droits des femmes et des familles (CNIDFF) intervient par l'intermédiaire des centres d'information sur les droits des femmes et des familles (CIDFF) dans les structures d'accès au droit.

En 2014, ces services d'information juridique ont reçu 212 161 personnes, dont 151 668 femmes :

- 62% des femmes ont moins de 45 ans.
- 35,7% des femmes sont seules avec enfant.
- 43,5% des femmes sont sans emploi.

L'équipe du CNIDFF a signé une convention de partenariat avec le Défenseur des Droits, à l'instar du ministère de la justice.

Le soutien à la médiation familiale et aux espaces de rencontre parents/enfants constitue une réponse adaptée aux conflits qui peuvent se développer dans la sphère familiale, en maintenant les liens familiaux au-delà des séparations et des divorces. Sa mise en œuvre repose sur un réseau national de 168 associations dont 79 consacrées exclusivement aux espaces de rencontre, et 89 mixtes (source: RAP 2015 de la mission justice)

3. L'accès au dispositif d'aide juridictionnelle des femmes dans des conditions d'égalité

Le dispositif de l'aide juridictionnelle garantit un égal accès à la justice pour les personnes les plus démunies. Cette aide juridictionnelle (partielle ou totale) couvre l'ensemble des contentieux (civil et pénal). Elle est attribuée en matière gracieuse ou contentieuse, en demande ou en défense, devant toute juridiction. Elle est versée directement aux auxiliaires de justice.

La part des femmes ayant bénéficié de l'aide juridictionnelle (derniers chiffres disponibles) est particulièrement élevée en matière civile (61% des bénéficiaires, en particulier devant le juge aux affaires familiales, 70,3%)

Nature de procédure	Proportion de femmes parmi les bénéficiaires de l'aide juridictionnelle en 2014
Procédures civiles	61,0 %
dont contentieux du divorce, après divorce et autres contentieux devant le juge aux affaires familiales	70,3 %
Procédures pénales hors assistance de partie civile	10,1 %
Procédures pénales – assistance de partie civile	64,2 %
Procédures relatives aux conditions d'entrée et de séjour des étrangers	6,1 %
Procédures administratives	36,1 %
Toutes procédures confondues	40,2 %

Le Défenseur des droits mobilise tous les moyens mis à sa disposition afin de répondre aux missions qui sont les siennes, et notamment la lutte contre les discriminations. Il est en effet pour la France l'« organisme chargé de promouvoir l'égalité de traitement » prévu par les directives européennes en matière de lutte contre les discriminations, en particulier liées au sexe. Les questions relatives aux discriminations femmes/hommes sont traitées par tous les services en fonction de leur domaine de compétence. En termes d'activité et de bilan, les points saillants sont les suivants :

- Le nombre de plaintes pour discrimination en raison de la grossesse, de la situation de famille et du sexe déposées par des femmes a progressé. Elles viennent désormais en troisième position avec 13,6 % des plaintes après les plaintes en raison de l'origine (23,5 %), de l'état de santé ou du handicap (23 %).
- En 2015, le Défenseur des droits a reçu 653 réclamations dans le champ des discriminations à l'égard des femmes.
- Sur la totalité des saisines de 2015 en matière de discriminations « égalité femmes/hommes », on compte :
 - 4,8% des saisines sur la grossesse
 - 4,4% sur situation de famille
 - 4,4% sur sexe.

Objectif 4.

Assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique

Un des axes de la loi du 4 août 2014 vise à généraliser la parité dans toute la société (tant dans la sphère politique que dans les instances professionnelles et sociales).

- Afin de généraliser la parité dans toute la société, le décret du 21 avril 2015 prévoit de doubler les pénalités pour les partis politiques ne respectant pas les lois sur la parité aux élections

législatives à compter de 2017.

- Pour briser le plafond de verre et accélérer, dans le secteur public et dans les entreprises, l'obligation de compter 40 % de femmes dans les flux de nominations aux postes de cadres dirigeants de la fonction publique sa mise en application est ramenée de 2018 à 2017. A cette date, les conseils d'administration des grandes entreprises devront aussi comporter 40% de femmes et l'obligation devra être atteinte en 2020 pour les entreprises de 250 à 499 salariés et ayant plus de 50 M€ de chiffre d'affaires. La place des femmes dans les établissements publics administratifs et industriels et commerciaux de l'Etat est aussi renforcée.
- La négociation unique et globale sur l'égalité professionnelle a pour objet de définir les mesures de rattrapage des inégalités de rémunération et de déroulement de carrière. De même, les entreprises de plus de 50 salariés ne respectant pas leurs obligations en matière d'égalité professionnelle sont privées d'accès à la commande publique, pour les contrats conclus à compter du 1^{er} décembre 2014. Les actions de promotion de la mixité des métiers, de lutte contre les stéréotypes sexistes et pour l'égalité professionnelle sont éligibles aux fonds de la formation professionnelle avec l'objectif de passer d'ici 2025 de 12% à un tiers de métiers mixtes.

Objectif 5.




Intégrer dans toutes les politiques et dispositions une démarche soucieuse d'égalité entre les femmes et les hommes

- La loi du 4 août 2014 pour l'égalité réelle entre les femmes et les hommes, est la première loi cadre qui définit les objectifs d'une politique intégrée de l'égalité entre les femmes et les hommes, associant des mesures spécifiques et la prise en compte transversale des enjeux de l'égalité dans toutes les politiques publiques.

Afin d'assurer une pleine effectivité des droits au quotidien, la loi du 4 août 2014 entend construire des mécanismes de régulation plus contraignants. Elle est consacrée d'une part, à l'effectivité des droits en renforçant les mécanismes d'application des dispositions existantes et d'autre part, à l'innovation afin de dépasser les situations de blocage et créer des incitations plus fortes pour changer les comportements.

- Plan de développement de la création d'entreprises par les femmes, afin de :
 1. Faciliter la concrétisation des projets
 2. Mieux promouvoir les dispositifs dédiés à la création d'entreprises
 3. Aider les créatrices à affirmer leur légitimité d'entrepreneuses
 4. Aider les créatrices à mettre en place une organisation adaptée
 5. Favoriser la pérennité des projets dits "risqués"
 6. Encourager l'implication des femmes dans les réseaux
 7. Renforcer l'impact des présentations de leur projet par les femmes créatrices

Pour en savoir plus :  [cliquez ici](#) - Dossier de presse :  [cliquez ici](#)

- Plan Sectoriel en faveur de la Mixité :
 - Artisans et petites entreprises du bâtiment  [cliquez ici](#)
 - Services à la personne  [cliquez ici](#)
 - Transports  [cliquez ici](#)
- Le réseau « Entreprises pour l'égalité » (REE) :

Créé en juin 2015 par le Ministère chargé des politiques de l'égalité entre les femmes et les hommes, regroupe les 120 premières entreprises cotées et des entreprises labellisées en matière d'égalité professionnelle entre les femmes et les hommes.

PRINCIPAUX DÉFIS:

- De nombreuses avancées ont été rendues possibles depuis quatre ans, sous l'impulsion d'un Gouvernement paritaire, avec un ministère consacré aux droits des femmes dont l'action peut désormais s'appuyer sur les nombreux outils dédiés à l'égalité entre les femmes et les hommes mis en place durant ces dernières années.
- Si les progrès sont indéniables, ils sont insuffisants au regard des situations de discriminations vécues par les femmes dans notre pays. En dépit des nombreux outils et des mesures mises en œuvre, les défis restent importants. La dynamique en faveur de l'égalité entre les femmes et les hommes est réelle et profonde en France, mais sa progression est sans cesse exposée à des vents contraires. Ceux du sexisme ou ceux du relativisme culturel.
- Les progrès doivent être accessibles à toutes les femmes, conformément au principe d'universalité. Défendre les acquis, tout en mobilisant pour de nouveaux progrès en faveur de l'égalité entre les femmes et les hommes : c'est la feuille de route de la France.

COUNTRY: GERMANY

Objective 1. Combating Gender Stereotypes and Sexism

Other activities:

Target Group: Girls and boys:

1. Supervisory control over the Federal Center for Health Education (BZgA)
Acting under the supervisory control of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, the Federal Center for Health Education (*Bundeszentrale für gesundheitliche Aufklärung - BZgA*) provides a vast array of resources on sex education and the prevention of pregnancy conflicts. These also address social gender roles and the breaking of stereotypes.

2. www.meintestgelaende.de (update)

Following a proposal made in the report of the advisory council on boys' policies – a body which was made up of scientists, researchers, practitioners and boys –, a special website on all subjects concerning "gender" for boys and girls by boys and girls was created in 2013 (www.meintestgelaende.de). It is jointly managed by the federal association for work with boys (BAG Jungenarbeit) and the federal association for work with girls (BAG Mädchenpolitik), but the main focus of the website is on the activity of boys and girls themselves. Over the years it has grown into much more than a website. A first evaluation of the project concludes:

- The project clearly frames options of participation, takes all participants seriously, brings them together, takes up initiatives and triggers action.
- It fosters the discussion of gender related issues.
- Skills of participants in media and gender topics are connected and widened by the cooperation within and between the editorial groups (made up of youths) as well as with the permanent editorial staff (provided by the two associations).
- The presence of girls is a relevant part of the project.
- The issues discussed as well as the feedback strongly motivates to participate.
- The wide range of different boys and girls participating stimulates exchange, while at the same time difference and diversity become normal.
- A Facebook group for specialists working with boys and/or girls has developed, providing – on a daily basis – information on studies, films, blogs, controversies, etc. concerning gender issues and offering a platform for exchange on these questions to more than 2,000 specialists.
- An annual cultural event open to youths of any gender offering a wide range of opportunities for discussing emerging issues.

Objective 2. Preventing and combating violence against women

Legislative Changes: In July 2016 the Bundestag passed a reform of the penal code provision for rape and sexual violence, bringing the German legislation into conformity with the standards of the Council of Europe Convention to prevent and combat violence against women and domestic violence. The Bundesrat will have its final deliberations in September 2016.

In July 2016 a reform of the penal code regarding the provisions for criminalising trafficking in persons broadening the scope of conduct qualifying for trafficking in persons was passed by the Bundestag. The Bundesrat will have the final deliberations in September 2016.

In July 2016 the Federal Council of Ministers has agreed on a bill to improve the protection in cases of stalking and forwarded the bill for deliberations to the Bundestag and Bundesrat. The bill is aiming at improving the efficiency of victim protection measures.

Other activities:

1. Women and children in refugee camps and accommodations

The Federal Government is supporting the Laender and the local communities in ensuring the protection of women and children in refugee camps and accommodation. To this end the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is currently implementing an integrated framework for the protection of female refugees, children and other vulnerable persons from violence. The integrated framework includes the following projects, *inter alia*:

- Together with the KfW a special zero interest loan programme for local communities was started on 31 March 2016. The programme has a financial volume of up to 200 Mio. Euros. Currently, zero interest loans can be granted to communities to finance constructions or constructional measures to protect women and children from violence.
- The "Initiative to Protect Women and Children in Refugee Camps" is a co-operation between the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, UNICEF, the non-statutory welfare umbrella organisations, PLAN and Save the Children. The aim of the Initiative is to implement minimum-standards for the protection of women and children in refugee camps and to train the personnel accordingly.
- Services for trauma relief of the treatment centres for victims of torture will be extended with a focus on sexual violence against women.
- Another important part of the framework against violence is to spread knowledge between refugees about existing consultation and protection services by helpers and multilingual information material – including the nationwide "Violence against Women Support Hotline" (08000 116 016) as well as the nationwide "Pregnant Women in Distress Support Hotline" (0800 40 40 020) and the website "Pregnant and your World's upside down?" (www.schwanger-und-viele-Fragen.de). Both hotlines offer anonymous and cost free consultation round the clock each day in 15 languages.

2. Women with disabilities

Pilot project "Women's commissioners for disabled women in institutions. An idea catches on!" (update)

The representative study "Life situation of and pressures on disabled women in Germany", done by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ), has shown that women's commissioners in institutions are an effective approach to advancing the equality of women with disabilities as well as preventing and intervening against violence directed at them. The study proved that women with learning difficulties in institutions are exposed to a particularly high amount of violence and have been poorly safeguarded from violence so far. To turn this situation around, relevant low-threshold and target group-specific services had to be put in place. From October 2008 to May 2011, the BMFSFJ had already supported the project "Women's commissioner's for disabled women in residential homes and workshops for persons with disabilities", run by *Weibernetz e.V.* (Nationwide Network of Women, Lesbians and Young Females with disabilities) and in co-operation with *Mensch zuerst e.V.* – Network People First (for persons

with learning difficulties). The follow-up project which translates as “Women’s commissioners for disabled women in institutions. An idea catches on!”, aims to steadily increase the number of women’s commissioners, raising awareness among the general public to generate a sense of universal “ownership” of the training for women’s commissioners and its rollout. These efforts have been successful: the new Federal Participation Act (*Bundesteilhabegesetz*), scheduled to become effective on 1 January 2017, will apply women’s commissioners at institutions in the regulations of the law.

3. FGM

For the first time the Federal Government of Germany is going to collect data on women and girls who live in Germany and are affected or threatened by genital mutilation, from 2016 onwards. The study will also contain qualitative surveys to identify measures which are effective to overcome FGM in the affected communities.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes (**indirect action concerning titles and rights**):

New legislation to achieve equal opportunities in the labour market

The Federal Government is taking the persistent and marked gender pay gap in Germany as an occasion for further intensifying its efforts to achieve equal opportunities in the labour market. Pay discrimination is already forbidden by the General Equal Treatment Act (AGG). No one may be directly or indirectly disadvantaged in terms of pay on grounds of sex. The Federal Government aims to make the existing precept more effective:

- By giving employees a legal right to be informed.
- In order to promote equal pay for men and women, they are planning other new transparency regulations, according to which companies with 500 and more employees will have to report on pay differences and internal measures to promote the advancement of women in the future.
- Companies will also be called upon to apply obligatory procedures to eliminate pay discrimination and to involve the employees and their in-house representatives.

The draft of the new act is work in progress (searching for compromise within the government). If the law is adopted the commencement will be scheduled for the 18th period of legislation (until the end of 2017).

Policy Changes:

New dialogues with the social partners to find new strategies against the gender pay gap (on a non-legal level)

- Projects with the ILO (Transformation of the ILO methodology to promote equal pay for work of equal value) and the German Association of Countrywomen (Sensitisation in the rural regions and trainings for key stakeholders).
- Dialog with social partners to find joint initiatives to work for a decent work environment for women.
- Support for employers with a tool to uncover discrimination within the company.

Other activities:

- Equal Pay Day Campaign (since 2008)

- new Social Media Campaign to raise awareness about the gender pay gap
- new Initiative of German delegates of different fractions: Fair Pay- Petition
- new studies, especially research regarding the adjusted gender pay gap and the consequences of the problem in the families

Target Group : Employers, female employees, civil society

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Other activities:

1. Medical women on top

The scientific study "Medical women on top", made by the Federation of German female doctors, documents the current status of the proportion of women in management positions in 16 subjects in the academic and clinical field of medical faculties at 34 universities and 2 institutes in Germany. The documentation shows that the low proportion of women in top leadership positions of German university medicine is nearly unchanged since years - it is only 10%. <http://preview.bmfsfj.de/bmfsfj/generator/goto?id=226940> The Federal Ministries have further scheduled research on the causes of this gap.

2. Target Group: Women who are interested in (local) politics

Helene Weber Prize, Helene Weber Colleague

Attracting women to local policy-making and supporting women who are already active in local policy-making is the key intention of the Helene Weber Prize that was first awarded in 2009 and for the third time in June 2015. The Prize was given to 20 women. The in total 50 awardees form an active, cross-party network and see themselves as ambassadors for more women in local politics. To broaden the idea of the Helene Weber Prize, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is supporting, in addition to the Prize, the Helene Weber Colleague. The Helene Weber Colleague builds on the network of the Helene Weber awardees and aims at

- promoting the exchange among women interested or already active in local politics on a broad basis, independent of political membership, age or family background
- stimulating and disseminate creative campaigns to attract young policy-makers,
- getting local politics more visible as an important field of civic commitment for women and motivating them to get involved.

More information: www.frauen-macht-politik.de

3. Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector

The Act on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector has been in force since May 1, 2015. Businesses that are either listed, or are subject to co-determination, were obliged to establish targets for increasing the proportion of women on their supervisory board, management board and the two management levels below the management board by 30 September 2015. This affects at least 3,500 enterprises. Since 1 January 2016 a gender quota of 30% has been in place for the supervisory boards of businesses that are listed and are subject to parity-based co-determination. Elections that are contrary to the quota regulation will be null and void. The German Government has designed a monitoring system and is collecting the data for the monitoring process. First reliable results will be published in 2017. Since the quota entered into force on 1 January 2016 not a single violation of the rule to successively increase the proportion of women in the case of new elections and delegations to the supervisory board has been observed.

Objective 5.
Achieving gender mainstreaming in all policies and measures

Other activities:

Transferprojekt II:

We promote local authorities to transfer several aspects of gender politics into their cities or community. The project "Erfolgreiche Gleichstellungspolitik auf kommunaler Ebene, Transferprojekt II" is conducted by the Bundesarbeitsgemeinschaft kommunaler Frauenbüros und Gleichstellungsstellen (BAG). Die BAG is a professional network of local equal opportunity commissioners. The project aims to improve the image of the equal opportunity commissioners and the accommodation between them and local politicians.

Link: www.frauenbeauftragte.org

3rd Gender Equality Atlas for Germany:

The "3rd Gender Equality Atlas for Germany" will be published in September 2016. It's a result of the efforts of the GFMK (Gleichstellungs- und Frauenministerkonferenz der Länder – conference of the federal states' ministers for Women and gender equality) which wants to address the enormous regional differences in everyday life of men and women in many aspects of society. The 3rd edition of the Atlas will be published by the BMFSFJ as printed brochure and downloadable pdf in German and English. An interactive Online-Map-Tool will also be available.

Link: www.gleichstellungsministerkonferenz.de

ADDITIONAL COMMENTS:

- Translation and publication of the Council of Europe gender equality strategy
- Translation and publication of recommendation CM/Rec(2014)2 promotion of human rights of older persons, which also concerns women

COUNTRY: GREECE

Objective 1. Combating Gender Stereotypes and Sexism

As concerns measures to combat the increasing incidents of sexism in political life, the GSGE has elaborated the creation of the Guide of non-sexist language in public documents. The Guide constitutes a specialised and useful tool for the recognition of sexist language in public documents, and offers simple ways of dealing with it.

Apart from this the GSGE, consistent with the task of combating stereotypes in the media, has already made proposals to address them, the most important of which are related to:

- incorporation of the Directive 2007/65/EC, concerning the implementation of television broadcasting activities, with an inclusion of a specific provisions on gender equality,
- explicit inclusion in the obligations of the National Broadcasting Council of gender equality in the media and responsibility for its implementation;
- review of the Greek Code of Advertising and Communication (2007) and inclusion of a new annex, which would specify the presentation of ads with a gender perspective.

A recent example is the ban of a known gaming company's advertising, which used the phrase "hit, hit like a man." This phrase constitutes sexist speech, opposes to the principle of gender equality and ultimately may enhance the problem of gender based violence. For this reason, the advertising was stopped.

The GSGE also participates with a representative in the Council of Social Control in the Hellenic Broadcasting Corporation (ERT AE). More specifically, the GSGE co-ordinates a sub-committee dealing with discriminations, gender equality and human rights.

Finally, the GSGE participates in the Global Alliance for Media and Gender (GAMAG), which operates under the Educational, Scientific and Cultural Organisation of the United Nations (UNESCO) and includes more than eight hundred organisations, networks and individuals from around the world, dealing with issues of gender and Media. Its first meeting took place in December 2015. The results of the meeting are reflected in the four-page document entitled "Framework Geneva for International Development Cooperation on Gender and the Media". The "Geneva Framework" aspires to become a reference point for local, regional and international levels to achieve gender equality in the media and through the media. It is highly encouraging that the events of December co-organised by UNESCO, the World Alliance for the Mass Media Sex and the Lebanese Ministry of Information and the General Secretariat of Information and Communication in Greece. Our country plays once again a leading role in the international arena reaffirming once again its commitment to the defence of human rights of women ("Women's Rights are Human Rights").

Objective 2. Preventing and combating violence against women

The "National Programme on Preventing and Combating Violence Against Women", which refers to all forms of gender based violence (e.g. domestic violence, rape, sexual harassment, trafficking in women) is under implementation and comprises:

- Fourteen Counselling Centres operated by the General Secretariat for Gender Equality at the capitals of the corresponding Regions of the country,
- Twenty five new Counselling Centres operated by the twenty five largest Municipalities nationwide,
- Nineteen shelters for Abused Women operated by 19 large Municipalities. They have started their operation within the period 2013-2014. They provide bilingual (Greek and English) services of shelter, psychological and social support to women victims of violence and their children,
- Two Shelters for Abused Women operated by the Ministry of Labour/National Centre for Social Solidarity, in the cities of Athens and Thessaloniki,
- The bilingual (Greek and English) SOS helpline 15900 accompanied by the email-address sos15900@isotita.gr, which is in operation since March 2011. It provides services of advice, support and counselling to women victims of gender based violence, 24 hours a day and 365 days a year. It is a low-cost, nationwide, confidential helpline.
- Implementation of an awareness raising campaign including relevant seminars, a thematic conference, informational material in four languages (Albanian, English, French and Greek), TV and radio spots, cultural events, publicity on public transport, entries in national and migrant Press, a webpage and a Facebook page as well as banners in web pages. The information leaflet for the Counselling Centre of Komotini –Thrace is also published in the Turkish language.
- Training is offered to counsellors who are recruited in the Counselling Centres, the Shelters and the SOS telephone helpline, to lawyers who participate in the legal aid programmes of women-victims of violence, as well as to professionals who deal with such cases (i.e. policemen, judges, health professionals, etc.).

The above mentioned structures are open to women refugees, providing them with safe shelter and counselling.

Objective 3.

Guaranteeing Equal Access of Women to Justice

1. As part of measures to combat violence against women, included in the "National Programme for the Prevention and Combating Violence against Women 2009-2013", the GSGE is operated and will continue to operate Counselling Centres that provide free information and counselling services to women addressed thereto. The Counselling Centres of the GSGE operate in the capitals of administrative regions. In order to support and facilitate the access of women victims of violence to justice, the GSGE has established a formal co-operation with Bar Associations in the aforementioned capitals (signature of co-operation protocols) with the aim of providing free legal aid to women victims of violence. The services provided under this programme will continue to be offered in the next programming period (2016-2020) and the target group will be expanded and will also include women lone parents, women refugees and other women in vulnerable situation.

2. Law 3500/2006 introduced measures to protect victims of domestic violence, while Article 28 par. 2 of Law 4055/2012 ("Fair trial and reasonable trial duration"), abolished the obligation to pay a fee for a lawsuit from victims of domestic violence.

3. In August 2013, the GSGE in co-operation with the Greek Police, updated a Police Order to all police services on "Handling of domestic violence cases and strict application of provisions of the Law 3500/2006". The Police Order contains guidance to all country police officers for the handling of victims.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

New policy measures: The following suggestions are based on what the CEDAW / UN Convention provides for the elimination of all forms of Discrimination against Women and the concluding observations and recommendations of the CEDAW Committee under the 7th Report of Greece (for the period 2005 -2008), regarding the participation of women in political and public life. Also through the examination of the current situation on the basis of mainly quantitative, but also qualitative data on women's participation in electoral processes, representative political institutions and decision-making several issues have emerged. In this context, it was considered appropriate to put four (4) objectives, for the next 5 years (2016-2020), in which defined specific areas of intervention and actions are proposed:

OBJECTIVE 1: Accelerating the equal participation of women in all areas of public and professional life, particularly in decision-making positions in parliament and in local/regional government.

More specifically we propose:

- Special measures, legislation and institutional interventions to enhance the effectiveness of quotas
 - Implementation of gender quota in lists of national elections per constituency
 - Increase state funding for parties on whose ballots participation of women exceeds the mandatory 1/3
 - Strict monitoring and sanctions for non-compliance against gender quota in party lists
 - Implementation of gender quota in elections conducted with candidates list.
- Study on operation and impact of existing quotas (Gender impact assessment), use international examples and best practices, to establish adequate and effective quotas.
- Create an online catalogue and database of women MPs that have emerged in governmental positions of responsibility from the foundation of Greek State

OBJECTIVE 2. Eliminate discrimination against women and ensuring gender equality in political and public life.

- promotion and publicity actions for the Convention, the Optional Protocol and the CEDAW Committee General Recommendations,
- Integration of the gender dimension in the Standing Orders of the Hellenic Parliament
- Information and awareness democratic parties to implement interventions and action plans to increase the participation of women
- Enrichment of the media agenda with issues on gender equality.
- Awareness against sexism in political life; education
 - Awareness campaign to eliminate gender stereotypes and sexism in the parliamentary procedure.
 - Awareness Campaign to remove sexism social partners (parties and trade unions) and the municipal and regional councils.
 - Seminars (1 or 2 days) for gender issues to parliamentarians and women MPs.
 - Experiential empowerment workshops women MPs "advocates gender equality"

- Training House officials for the use of non-sexist language User Guide to public documents.
- Training of journalists, teachers, members of government, members of civil society

OBJECTIVE 3. Policies for the balanced participation of women in elections

- information and awareness campaign to increase women's participation in local/ regional elections (2019)
- Creation of networking and collaboration platform for enhancing women's participation in local and regional government
- Ensure a permanent and stable operation of the Office for Gender municipalities (KEDE & ENPE)
- information and awareness campaign to increase women's participation in elections to the European parliament (2019)

OBJECTIVE 4. Develop the capacity and skills of women to actively participate in processes and decision-making and in leadership positions

- Training programme, strengthening and development of elected women skills and candidates for local and regional elections (2019)
- Training programme, strengthening and development skills of MEP candidates for the European Parliament elections (2019)
- Strengthening women's/feminist organisations for their active participation in the empowerment of women and special groups of women
 - Implement mentoring programmes
 - Implementation of training programmes and empowering young women
- Create networks of women (elected, elected to positions of responsibility, experts, etc.).

Objective 5.

Achieving gender mainstreaming in all policies and measures

The GSGE has implemented the Flagship Project «Service organisation for the integration, monitoring and evaluation of gender equality policies in all aspects of public sector's actions (Observatory) ». The aim of this project is to support Public Administration and Local Government, to design, implement and evaluate policies concerning gender equality, through detailed data deriving from statistics and surveys, that the GSGE will collect, analyse and disseminate. This tool will provide an overview of the progress of gender mainstreaming at all policy areas.

The GSGE has developed a website on the Law on Gender Equality. The aim of this website is to facilitate the search of legislation and case law on equality for all interested parties, citizens or services. Legislation and case law have been collected and sorted in a way that makes them easily accessible under the project "Collection/Coding of Legislation–Collection of Case Law from the Greek Courts and the Court of the European Union-Proposals for simplification of legislation". The material is sorted by area of law, by policy and by thematic collection, and there is audio file of the thematic collection for people with disabilities. The legislation and case law are interconnected at various levels to further facilitate the users. The website is in final stage and will be soon put in to function.

The GSGE also aims at networking and co-operating with all ministries in issues of gender mainstreaming through the appointment of contact points in each ministry.

MAIN CHALLENGES:

The main challenge currently is the refugee crisis. To respond to refugee women's issues concerning incidents of violence of all forms the GSGE has undertaken the following:

The "National Programme on Preventing and Combating Violence against Women", is under implementation and comprises a network of supporting structures, such as 39 Counselling Centres, 21 Shelters and an SOS Helpline. These structures are available to all women victims of violence without any discrimination. To facilitate the access of refugee women to these supportive services, the competent State entity (the General Secretariat for Gender Equality), is in co-operation with the UNHCR to create informative material regarding Greek legislation on violence against women and the aforementioned network. The material is on the process of translation in English, Arabian and other languages spoken by the refugees and will soon be distributed to the refugee camps.

Furthermore, to essentially contribute to the refugee crisis, we are providing safe accommodation to women victims of violence or to women at serious risk of gender-based violence and to single women with their children. The procedure followed is the procedure that already exists for all women, that means strictly and only through the Counselling Centres, after they pass some free of charge medical examinations. The issue of interpretation is something we still work on (we have set up a database of resumes to recruit interpreters, preferably women). An initial training of the staff of the Shelters, Counselling Centres and the Helpline has been made with the co-operation of two NGOs (DIOTIMA and INTERNATIONAL MEDICAL CORPS) and the Research Centre for Gender Equality. The topics of training were the protection of women refugees, psychological first aid, asylum procedure, cultural differentiation, etc.

Some numbers from the common database of the structures:

- In 5 years of operation of the SOS Helpline we had 23,906 calls, 294 e-mails of which 19,107 referred to cases of violence. 72% of the calls were made by Greek and 28% by migrant women. These data concern the period of March 2011 until March 2016.
- Counselling Centres: In a total of 3390 women served in the Counselling Centres in 2015, 307 were of non-EU nationality.
- Shelters: In 2015, 252 women were accommodated to the Shelters. 86 of them were of non-EU nationality.
- The total number of women that used our structures in 2015 is 3,642, 393 of which were of non-EU nationality. All these data are referred to cases of violence.

ADDITIONAL COMMENTS:

NEW NATIONAL ACTION PLAN ON GENDER EQUALITY 2016-2020

A new National Action Plan on Gender Equality is being drafted and will be set under consultation in autumn 2016. A non-remunerated Working Group has already been set up officially upon a decision by the Secretary General for Gender Equality since July 2015. Our intention is the new Action Plan to be endorsed by the Ministers' Council and it will serve as the roadmap for the governmental policies on equality between women and men in Greece during the period 2016-2020.

The priorities of the new National Action Plan for Gender Equality are:

- 1) Social cohesion, poverty, migration (women with multiple discrimination, disabled women, Roma women, immigrant women),
- 2) Gender-based violence,
- 3) Reconciliation of work and private life,
- 4) Education, training and combating stereotypes about the role of gender in all aspects of public and private life,
- 5) Health,
- 6) Women in decision-making.

COUNTRY: HUNGARY

Objective 2. Preventing and combating violence against women

Legislative Changes:

- A new parliamentary resolution on the national strategy guidelines in relation to the fight against domestic violence has been prepared. In accordance with the 30/2015. (VII. 7.) Parliamentary Resolution on the national strategic goals concerning the effective combat against domestic violence (adopted by the National Assembly on the 30th of June 2015) Hungary pledge itself:

- to provide the necessary financial and human resources for the effective combatting against domestic violence according to the prevailing budgetary opportunities.
- to enhance the co-operation between the public and the non-governmental sector in relation to the subject
- to put a priority emphasis on prevention, with special concern on young people
- to ensure the protection and support of the victims in accordance with their special needs, with special concern on the interest of children victims (as direct or indirect victims)
- to maintain and elevate the necessary number of shelters and half-way houses for the victims of domestic violence
- to provide such services by which it is possible to prevent that problems in the relationship could lead to domestic violence
- to continually provide trainings for professionals who may encounter the phenomenon of domestic violence, with special concern on professionals working on the field of child protection
- to consider the special needs of victims of domestic violence during tribunal and other proceedings
- to continually push forward in reducing the latency regarding domestic violence by shaping social attitudes and inspire every actor of society to act against domestic violence
- to continually disseminate information in society about the prevailing forms of services for the victims of domestic violence
- to ensure that actions taken against domestic violence are based on scientific research, assessment and data collection, and that public actions are monitored regularly

Implementation of the parliamentary resolution is being monitored continuously.

- In 2014 a new "Professional Protocol of the Shelters" has been prepared by the Ministry and the professional staff of the national network of shelters. In 2015 the "Professional Protocol of the Halfway Houses" and the "Professional Protocol of the Secret Shelter House" have been prepared also. These new protocols – which both reflect on international standards and the national experiences of the service system accumulated since 2005 – came into effect with the new financial period from the beginning of 2016.

- From 2016 the national budget provides 50% more financing for the shelters (6 million HUF/shelter) and elevates the financing of the Secret Shelter House with 100% (16 million HUF).

Other activities: In this year we provided the means for the opening of a 15th shelter and two new Halfway Houses. The setting up is continuous and these institutions will soon be operational.

- The Ministry of Human Capacities – in co-operation with the Hungarian Interchurch Aid - started its prevention programme in 2012 to prevent young people becoming victims (of domestic violence or human trafficking) or an abuser in the future. So far the programme has reached more than 3,600 students. Information material for teachers has been published last year in relation to the prevention programme.

- The Hungarian Interchurch Aid - one of Hungary's largest charity organisations - with the financial support of the Ministry of Human Capacities carried out a large scale media campaign in spring and autumn of 2014 on the issue of combating domestic violence, entitled "Notice it!", (in Hungarian: "Vedd észre!"). The campaign continued during the autumn of 2015, and will go on this autumn too.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: The Subcommittee on Women's Dignity as part of the Parliament's Committee on Culture was established on 17 June 2015. In the Committee's work women and men equally participate. The Committee aims to improve the women economic and employment participation, support the proper recognition of women's labour, facilitate the reconciliation of work and family life, promote women's participation in the political area, combat against the violence and prepare the ratification of the Istanbul Convention. The committee organised several meetings in the past year. This included such topics, like the security of women, day care services, single women and mothers, single mothers with children, the impact of the media on women's situation, the women trainings, improving the women participation in the economic system, supporting women employment participation, and reducing the pay gap.

The Committee website can be found at:

http://www.parlament.hu/web/kulturalis-bizottsag/albizottsagok?p_auth=6tZ7SnmG&p_p_id=pairproxy_WAR_pairproxyporlet_INSTANCE_9xd2Wc9jP4z8&p_p_lifecycle=1&p_p_state=normal&p_p_mode=view&p_p_col_id=column-1&p_p_col_count=1&pairproxy_WAR_pairproxyporlet_INSTANCE_9xd2Wc9jP4z8_pairAction=%2Finternet%2Fcplsql%2Fogy_biz.biz_adat_uj%3FP_CkI%3D40%26P_Biz%3DA464

Objective 5.

Achieving gender mainstreaming in all policies and measures

Policy Changes:

1. The Child Care Fee (GYED) Extra package of measures from 2014 made it possible to have child benefits (Child Care Fee - GYED, Child (home) Care Allowance - GYES) and unlimited employment as well (since 2016) after the child reaches six months of age.
2. In order to support women's labour market participation, the Hungarian government has expanded the nursery places since 2010. They spent more than 905,710€ to increase the number of children in the nurseries by 6,000. This provides an option for parents to work if they want, as well as offers numerous job opportunities for women. From 2017 January there will be three forms of nurseries (simple nursery, mini-nursery, and family-nursery). In addition to developing the system they put up several tenders like "back to work" tenders (TOP-1.4.1-15, TOP-6.2.1-15), and "increasing the working activity of the parents with small child" tender (VEKOP- 6.1.1-15). The plan for the future is to continue the work and establish the "workplace nursery".

3. Within the framework of the “family-friendly workplace” tender the Ministry of Human Capacities gave 129,387€ to the 51 successful applicants to facilitate the family-friendly environment and support the employees to find balance between work-life and private life. The aim of the “submission of the flexible employment in the convergence regions” tender is to introduce flexible, family-friendly employment methods in the workplaces. From 10,027 to 48,520€ non-refundable financial support may be received. The “safety net for families” is the recent tender. 1,090 applications were received for 12,938,722 Euro, the budget for the project was 2,005,501 Euro. Foundations, associations, non-profit organisations and church legal entities submitted application, who took part in the combat against gender based violence or facilitate the work-life balance. The successful applicants may receive between 64,693 and 129,387 Euro.

Currently, there is an ongoing submitted tender project called “the women in the family and in the labour market”, aimed at women of working age. It promotes gender equality and develops the forms of atypical employment, implement training for women, encourage women’s return to work, and flexible working hours. The government provides 940,000€ to achieve the goals.

4. Furthermore, in some sectors with typically female employees were a substantial wage increase. The wages of health workers has increased by a government decree by average 26.5%. The government raised the wages of specialised doctors, specialised pharmacists and health visitors. The teachers' payment due to annual growth, increased again in September.
5. Expectedly, the price of breast milk offered by mothers who have a surplus, to mothers who cannot breastfeed their babies will increase from 5.7€ to 8.6€.

COUNTRY: ICELAND

Objective 1. Combating Gender Stereotypes and Sexism

Special provisions on education and schooling are in the Act on the Equal Status and Equal Rights of Women and Men. They require gender mainstreaming in all policy formulation and planning in education and schooling, and expect students to be educated on gender equality issues. Several projects have been initiated addressing gender equality in education, science and culture during recent years. This includes a project on social activities in upper senior schools which resulted in increased participation of girl students in committees and other social activities in their schools and in many of these schools as well as in universities, feminist societies have been established. In collaboration with the Association of Icelandic Upper Secondary Pupils and the National Broadcasting Service (RÚV), a gender quota system was agreed for the popular television quiz "Guess Again", in which only boys had taken part up to then. Courses were established to empower girls to participate with the result of a more balanced gender ratio among the teams competing for their schools.

Objective 2. Preventing and combating violence against women

Legislative Changes: Iceland was one of the first states to sign the Council of Europe's Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention) in March 2011. The Committee on Procedural Law was subsequently commissioned with examining the Icelandic Penal Code in order to prepare the ratification of the Convention. On 18 March 2016, a bill of law concerning the ratification proposing amendments to Iceland's penal legislation to include a special provision on domestic violence in the General Penal Code was approved by the Parliament. <http://www.althingi.is/altext/145/s/1052.html>

In March 2015 the National Commissioner of the Icelandic Police issued new rules on procedure for cases of domestic violence. The rules are in accordance with the Restraining and Exclusion Orders Act, No. 85/2011 which provides the police with the power to impose exclusion orders to effectively remove the perpetrator immediately from the home and to issue restraining orders in order to protect the victims from further violence or threats.

New legislation on the future structure of the prosecution

In March 2015 the National Commissioner of Police issued new rules of procedure for cases of domestic violence. The rules are in accordance with the Restraining and Exclusion Orders Act, No. 85/2011 which provides the police with the power to effectively remove the perpetrator immediately from the home and to issue restraining orders in order to protect the victims from further violence or threats. The aim is to make these measures more effective and to provide better support and protection for the victims. The new rules take a particular account of an experimental project awarded a prize for innovation in public administration. The Project, entitled 'Keeping the window open', is a cross-sectorial co-operation project of the police and the social services, aimed at improving the first response of the police and the quality of investigations, to prevent repeated offences and to provide better support to victims and perpetrators.

Other activities: In December 2014, the Minister of Social Affairs and Housing, the Minister of the Interior and the Minister of Education, Culture and Science signed a joint declaration on collaboration to fight violence in Icelandic society and its damaging consequences. Focus is on

education and awareness-raising, improved co-operation - nationwide consultation with all the relevant professionals, as well as NGOs will serve as the basis for an Action plan for four years against all forms of violence in Icelandic society. The Declaration specifically mentions actions against: Gender-based violence, violence against children and disabled people. The working method is a holistic approach and multidisciplinary co-operation of all relevant partners.

Consultation on the handling of rape cases

A consultative process was initiated in 2010 by the Minister of the Interior on the handling and the legal framework of rape cases. One of the measures adopted was to have a research body studying the handling of rape cases in the justice system. The results were submitted in the form of two reports, in 2013 and 2015. The reports show that most (98%) of victims in reported cases of rape are women or girls and most of the perpetrators are men or boys. There is a considerable age difference as about 40% of victims are under the age of 18, while perpetrators are older. Further, the reports showed that there was room for improvement in the handling of rape cases; too many of the victims do not press charges, the quality of investigation of sexual offences is uneven, it is difficult to apply the law and meet the requirements regarding proof and public discussion is often ill-informed. In January this year, the Minister of the Interior appointed a Committee dedicated to consider the proposals put forward in the two reports.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: Under Article 15 of the Gender Equality Act, No. 10/2008, care is to be taken when making appointments to state and municipal committees, councils and governing boards to ensure that the proportions between the genders are as even as is practicable, with not less than 40% of seats occupied by each gender when there are more than three members. This also applies to public limited companies and enterprises which are in majority state or municipal ownership.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes: Legal basis for Gender Budgeting in two different laws:

- Act on Equal Status and Equal Rights of Women and Men
- New Budget Law took effect Jan 1st 2016

Policy Changes:

A pilot project on Gender Budgeting in 2005. An implantation project for GB in 2009.

The focus was on information gathering and planning as we did not have the knowhow on how to gender budgeting. Steering Committee with participants from all ministries was appointed and a project manager was hired. In the years 2010 to 2011 all ministries did pilot projects. In total there were seventeen projects and the results were presented in the 2012 state budget proposal. The pilot projects lead to increased knowledge in gender budgeting and some of them lead to change in work processes and decisions.

Three year implementation plan for the years 2011 to 2014 was approved by the Icelandic government in April 2011. Each ministry worked with a key policy area over a three years period. The projects had to have importance according to key areas and cost. Nine projects out of ten revealed gender impact. The one remaining project was building of analysis model for bill proposals. The outcome was presented in the budget proposal for 2015.

The current implementation plan is for the years 2015-2019 and was approved by the government on 19 June 2015 – the 100-year anniversary of women’s suffrage in Iceland. The focus is on integrating gender budgeting in the decision making process. The aim is to ensure that the gender perspective is taken into account before decisions are made instead of doing the analysis afterwards. This includes analysing the gender impact of budget proposals and doing a gender impact assessment of new law proposals.

ADDITIONAL COMMENTS:

In May 2016, the Minister of Housing and Social Affairs submitted a resolution to the Parliament for a new Action Plan on Gender Equality for the period 2016-2020. The Parliament is according to Article 11 of the Act on Equal Status and Equal Rights of Women and Men, No. 10/2008, to adopt the governmental action programme on gender equality. The Action Plan was approved by the parliament in September 2016.

Divided into seven chapters, the action programme outlines 21 projects which it is intended to put into practice during the period covered. By this, it is intended to ensure that the government’s emphases and priority-ranking will be expressed clearly.

The action programme covers the integration of gender-equality considerations in all decision-making and policy-making in the governmental system in accordance with the Gender Equality Act, with an emphasis on gender-responsive economic management and budgeting. It is proposed to undertake a review of the Gender Equality Act and administrative practice in areas dealing with gender equality so as to examine whether the aims of the current Act and administrative procedures are in accordance with international trends and the changes taking place in Icelandic society.

The aim is that work will continue during the programme period on executing and following up the projects set out in the programme and evaluating the results. The emphasis is on introducing the Equal Pay Standard, ÍST-85:2012 and having an efficient and targeted programme of awareness-raising go ahead about certification of equal-pay systems in accordance with the regulations on equal-pay certification of companies and institutions according to the standard. The aim is to increase the involvement of boys and men in all equality work and to investigate how in all areas, policy on gender equality can take better account of the position of men in society.

Last year, 2015, marked the 100th anniversary of women’s suffrage in Iceland and to celebrate this, government agencies and NGO’s held numerous meetings and conferences on women’s rights and women’s political empowerment which were open to the public and involving participants from all walks of life. On 19 June 2015, the day which marked the 100th anniversary of women’s suffrage in Iceland and the right to stand for election, the Icelandic Parliament adopted a resolution establishing the Icelandic Equality Fund, which is to receive ISK 100 million per year for the period 2016-2020. The fund is intended to support projects enhancing gender equality.

The year 2016 marks the 40th anniversary of the first legislation on gender equality in Iceland. As reported eight years ago a new comprehensive Act on the Equal Status and Equal Rights of Women and Men (The Gender Equality Act) was adopted in 2008. In Article 2 of that Act, the terms gender-based discrimination (direct and indirect) were defined in Icelandic law for the first time. These definitions were based on Article 1 of the CEDAW Convention as well as EU acts adopted by the EEA EFTA states.

The main objective of the Gender Equality Act from 2008 is to continue making progress towards gender equality and to give women and men equal opportunities. To fulfil these objectives it strengthens the rights and obligations of those who are responsible for implementing gender equality within the Icelandic state administration. The new Gender Equality Act contains many other improvements including a minimum gender quota of 40% on governmental committees, councils and boards of public companies who have more than three members, a ban on wage secrecy and a clause stating that all public statistics on individuals should be disaggregated by sex.

In June 2014 an amendment was made to the Gender Equality Act by Act No. 62/2014 (on employment, jobs, etc.). Amongst other, the amendment was made in response to criticism by the EFTA Surveillance Authority because the previous provisions of the Gender Equality Act were not considered as adequately reflecting the wording of certain European Union gender equality Directives as regards direct and indirect discrimination, gender-based harassment and sexual harassment. Also, a new paragraph was added to Article 19 of the Act (on wage equality), authorising the Minister to issue regulations on the further application of the Article, including the introduction of a wage equality standard, e.g. as regards qualification requirements for certification and the conduct of wage-equality certification.

In 2015 an amendment was made to the Gender Equality Act, by Act No. 79/2015 introducing a prohibition on discrimination in connection with the provision of goods and services. This gave effect to the EU Council Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and the provision of goods and services.

COUNTRY: IRELAND

Objective 1.
Combating Gender Stereotypes and Sexism

Other activities: In August 2016, Enterprise Ireland (the government organisation responsible for the development and growth of Irish enterprises in world markets) hosted the 2nd International Business Women's Conference in conjunction with the Rose of Tralee International Festival. The theme, 'The Changing Face of Success' focused on advancing opportunities for women in business and celebrating the achievements and success stories of women today.

<http://www.internationalbusinesswomen.ie/>

In February 2016, a training pack on unconscious bias was published by the NGO, the National Women's Council of Ireland. The pack was developed and piloted in consultation with the Department of Justice and Equality, with funding support from the EU Progress Programme. The pack is available to employers to download at:

http://www.nwci.ie/index.php?/learn/publication/unconscious_bias_training

On 28 October 2015, a conference on the theme 'Women and girls in sport in Ireland – Let's level the playing field' was jointly hosted in Dublin Castle by the Minister for New Communities, Culture and Equality and Drugs Strategy and the Minister for Tourism and Sport with the assistance of the Irish Sports Council. The conference aimed to encourage greater female participation in sport and in sporting organisations in Ireland. The programme included a presentation of the Council of Europe Recommendation on gender mainstreaming in sport. Positive outcomes include a decision by one of the national daily newspapers to dedicate a full page to coverage of women's sport each week.

<http://www.genderequality.ie/en/GE/Pages/WP15000007>.

Objective 2.
Preventing and combating violence against women

Policy Changes: The Law Reform Commission report on 'Harmful Communications and Digital Safety' was published on 27 September 2016. The report is an outcome of an LRC project on cybercrime affecting personal safety, privacy and reputation, including cyber bullying. The recommendations in this report, which includes a draft Harmful Communications and Digital Safety Bill, will now be considered by the relevant Ministers of the Government.

<http://www.lawreform.ie/news/report-on-harmful-communications-and-digital-safety.683.html>.

Other activities: On 5 November 2015, Ireland signed the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). While many of its provisions are already implemented in current Irish legislation and administrative practice, signature of the Convention follows the approval by Government of an Action Plan of the legislative and administrative actions necessary to enable Ireland to ratify the Convention, and a timeline for their implementation. <http://www.justice.ie/en/JELR/Pages/PR15000568>.

Contracts were awarded in September 2016 for a national awareness campaign to be developed with Cosc, the National Office for the Prevention of Domestic, Sexual and Gender-based Violence, as part of the 2nd National Strategy. The campaign will commence in late 2016 and is intended to run until 2021. It will aim to increase the awareness of domestic and sexual violence, to bring about a change in long established societal behaviours and attitudes and to activate bystanders with the aim

of decreasing and preventing this violence. <http://www.cosc.ie/en/COSC/Pages/RD16000015>

Objective 3.
Guaranteeing Equal Access of Women to Justice

Legislative Changes: In November 2015, the Minister for Justice and Equality announced further legislation to strengthen the rights of victims of crime and their families, in line with the EU Victims Directive. These provisions will be addressed in the Criminal Justice (Victims of Crime) Bill currently being drafted. The Minister also announced the establishment of a new nationwide network of Garda Victim Service Offices with dedicated staff in each of the 28 Garda Divisions. In addition, a Communications and Victims Liaison Unit has been established in the Office of the Director of Public Prosecutions. [http://www.justice.ie/en/JELR/Pages/Criminal_Justice_\(Victims_of_Crime\)_Bill](http://www.justice.ie/en/JELR/Pages/Criminal_Justice_(Victims_of_Crime)_Bill)

Objective 4.
Achieving balanced participation of women and men in political and public decision-making

Other activities: The pilot of the EU-funded W-LEAD programme (Women in the LEAD - leadership, engagement, advancement and development) providing mentoring and leadership training for women in senior positions in the Civil Service concluded successfully in November 2015. The programme is being incorporated in the gender balance actions under the Civil Service Renewal Programme. <http://www.justice.ie/en/JELR/Pages/PR15000474>.

Statutory gender quotas for political party candidates for seats in the Lower House (*Dáil Éireann*) were applied for the first time in the February 2016 general election. 30% of candidates were women. The proportion of women among elected members increased by 7% to 22%, the highest ever. Female representation among Government Ministers is 26%, including the Deputy Prime Minister (Tánaiste), and among junior ministers it is 22%. Female representation in the Upper House (*Seanad*) is 30%. For an explanation of Ireland's electoral system, proportional representation with a single transferable vote in multi-seat constituencies, please see www.citizensinformation.ie/en/government_in_ireland/elections_and_referenda/voting/proportional_representation.html.

A national review of gender equality amongst staff across higher education institutions, carried out by an independent panel chaired by former European Commissioner and Government Minister, Máire Geoghegan-Quinn, reported in July 2016. The Higher Education Authority (HEA), which is responsible for the strategic development of the Irish higher education and research system and the effective governance and regulation of higher education institutions, has adopted its recommendations. <http://www.hea.ie/en/policy/policy-development/gender-equality>

Objective 5.
Achieving gender mainstreaming in all policies and measures

Policy Changes: The Programme For a Partnership Government agreed on 11 May 2016 includes commitments in regard to gender mainstreaming and gender budgeting, in particular introducing budget and policy proofing to promote equality. The Programme also contains a commitment to publish an updated National Women's Strategy by end 2016, when the current Strategy concludes. Work has begun on preparing the new Strategy and a wide-ranging consultation process will be launched shortly. http://www.merrionstreet.ie/MerrionStreet/en/ImageLibrary/Programme_for_Partnership_Government.pdf

ADDITIONAL COMMENTS:

Following stakeholder consultations held throughout July which informed the drafting of Ireland's combined sixth and seventh periodic report to the UN CEDAW Committee, the report was submitted to the Committee in September and is due to be examined next February.

<http://www.genderequality.ie/en/GE/Pages/CEDAW> and

http://www.justice.ie/en/JELR/CEDAW_REPORT_September_2016.pdf/Files/CEDAW_REPORT_September_2016.pdf

A statutory entitlement to paternity leave was introduced in the Paternity Leave and Benefit Act 2016 signed into law in July 2016. It provides for two weeks of paternity leave and two weeks of paternity benefit in respect of babies born on or after 1 September 2016.

http://www.justice.ie/en/JELR/Pages/Paternity_Leave_and_Benefit_Act_2016.

In the WEF Global Gender Gap report 2015 published in November 2015, Ireland was ranked 5th.

Legislative proposals are being developed to enhance protections for workers on insecure, low hour contracts. This follows consultations on the report, "A Study on the Prevalence of Zero Hours Contracts among Irish Employers and their Impact on Employees", commissioned from the University of Limerick by the Minister for Business and Employment and published on 5 November 2015. The personal service and sales occupations, where women account for the majority of employees (82% and 66% respectively), have higher proportions of employees working constantly variable and regular part-time hours. <https://www.djei.ie/en/News-And-Events/Department-News/2015/November/03112015a.html>

COUNTRY: ITALY

Objective 1. Combating Gender Stereotypes and Sexism

Legislative Changes:

- With a view to combating gender stereotypes and sexism from their roots, the Italian Government decided to start from education. In particular, in 2015 the Italian reform law of the national education and training system (Law No. 107 of 2015) was adopted, providing for the compulsory promotion of education to gender equality and the prevention of gender-based violence and all forms of discrimination in all schools throughout the national territory, with the aim of informing and increasing the awareness of students, teachers and parents on the prevention and fight against gender based violence (art. 1, para 16 of the law). The text of the law is available in Italian at <http://www.gazzettaufficiale.it/eli/id/2015/07/15/15G00122/sg>
- In order to combat gender stereotypes against women and promote the role of men in achieving gender equality, the Italian Government decided to take action to encourage fathers to take a more active role in child care. Therefore, in 2015 it adopted Law No. 208/2015 providing for the extension of both compulsory and optional paternity leave also for 2016 from 1 to 2 days. In this regard, the Italian Government is planning to carry out national awareness campaigns on encouraging the use of parental leaves by working fathers.

Policy Changes:

- In order to combat gender stereotypes in education and research and improve the role of women in the scientific field and fight against the discrimination that women suffer in this strategic sector, in 2015 the Italian Government concluded the project "STAGES - Structural Changes to achieve gender equality in science". The project was aimed at launching structural change strategies addressing gender inequality in science. Indeed, the main objective of the project was to concretely apply self-tailored action plans in each partner research institution geared at introducing gender-aware management at all levels, and to produce a deeper understanding of the problem of horizontal and vertical gender segregation in universities and research institutions. (<http://projectstages.it/index.php/en/>)
- A similar project, "TRIGGER - TRansforming Institutions by Gendering contents and Gaining Equality in Research" is currently in place and will end in 2017. The action provided for by the project, which are being implemented by 5 European Universities and research institutions, addresses different sides of gender inequality in science, i.e.:
 - 1) Working environment, formal/informal culture and explicit/tacit rules (awareness-raising initiatives; collection of gender-sensitive data; support in the early stages of scientific careers; promotion of work-life balance, etc.).
 - 2) Content and methods of scientific research, to acknowledge its gender dimension and impact (updating of teaching curricula; gendering the design of research and technological innovation; allocation of funds for gendered research; contrasting stereotypes about women in science, etc.).
 - 3) Scientific leadership at different levels (selection procedures and criteria for the evaluation of scientific merit; introduction of equality targets in decision making bodies; enhancement of women researchers' visibility, etc.) (www.triggerproject.eu).

- Furthermore, in 2016, the Italian Ministry of Education, University and Research has started to address the stereotypes existing in the educational system by fighting the underrepresentation of girl students in STEM (Science, Technology, Engineering and Mathematics). Indeed, only 38% of girl students choose to study subjects related to these fields. In order to increase their awareness of the issue and encourage them to study STEM, the Ministry, in collaboration with the Italian Department for Equal Opportunities established, in February 2016, the organisation of the so-called “STEM Month – Women want to count”, a set of dedicated initiatives to combat gender stereotypes and discrimination in schools.
(<http://www.noisiamopari.it/index.php?s=62&wid=154>).

- With the specific aim of promoting the role of men in achieving gender equality and developing communication activities on the prevention of violence against women, the Italian Government has decided to launch a new and innovative awareness-raising campaign addressing not women victims of male violence against them, but all men and boys. The campaign, which is part of the European Project “FIVE MEN - Flight Violence against woMEN”, financed by the European Commission and co-financed by the Italian Government, consists of a web series entitled “#thingsmendo” (“#cosedauomini” in Italian) and a set of awareness-raising activities, which have been carried out in 20 pilot schools (Camp Days) and 20 Italian cities.

In particular, the web series identifies and detects the main stereotypes on the relationships between women and men which are at the core of the dynamics generating violence and proposes alternative male behavioural patterns which not only are fairer towards women, but are also more rewarding for men and boys themselves.

“#thingsmendo” is composed of five short movies, each lasting about 10 minutes, to be broadcast on the web. The web series is focused on the stories of 5 main characters who differ from each other in their age, social and economic background, relationships and family situations. Also the situations in which the single characters are represented are different from each other, with a view to showing that violence can originate from any context and is not necessarily linked to specific problems existing in the perpetrator’s life, such as drug or alcohol abuse. In line with the traditional mechanism of web series, all the five episodes intertwine with one another through a horizontal narration linked to futsal, which is the five main characters’ common passion.

Through the stories of Davide, Nicola, Riccardo, Massimo, and Paolo, the web series shows that basic principles like “taking no for an answer”, “respecting her decisions”, “showing her your appreciation at work”, “looking after the house together”, “taking care of the children”, “understanding differences”, “trusting her”, “respecting her freedom”, “asking for help”, and “holding on to the good things” (the episodes’ pay-offs) are #thingsmendo to prevent and combat violence against women.

The campaign was also disseminated in 20 pilot Italian schools, together with a specific toolkit for schools, based on the conviction that the involvement of men and boys and the prevention of violence against women need to start from education (www.cosedauomini.eu).

- In order to increase public awareness of violence against women especially among them, on 25 November 2013, on the occasion of the International Day for the Elimination of Violence against Women, the Italian Government adopted an awareness-raising campaign entitled “Riconosci la violenza” (Recognize Violence). The campaign encourages all women not to justify the violent behaviour of those men who say they love them and provides women with advice on how to react to the first signs of violence while urging them to call the 1522 toll-free emergency

number. Indeed, the campaign adopts a clear and constructive approach to gender-based violence, which does not consider women only as victims of this heinous and widespread crime. It is meant to convey a clear message: women need to find the courage to react and recognize physical, psychological and verbal violence from the first signs. The main characters are five different couples hugging. The man's face is always covered by a big black rectangle reminding all women that "Violence has many faces. Learn to recognise them". The Campaign therefore encourages all women not to accept or justify the violent behaviour of those men who say they love them. The images also show different titles aimed at providing women with advice on how to prevent and respond to violence from the first signs, namely:

- a) A violent man doesn't deserve your love. He deserves to be reported.
- b) Don't marry a violent man. Children learn quickly.
- c) There is only one way to change a violent boyfriend. Change the boyfriend.
- d) Slaps are slaps. To mistake them for love could hurt a lot.
- e) You know he'll knock you. If he knocks at the door, don't open it.

The campaign was disseminated over the last three years and will be disseminated again this year. Furthermore, the campaign is intended to use its powerful message and take advantage of its circulation on the Internet.

The "Riconosci la violenza" campaign was developed free of charge by a group of women professionals who have been working on this issue for many years and is disseminated at the national level through posters, a TV advert broadcast on the main national public and private networks and videos shown in Italy's main train stations as well as on board the Italian high-speed trains, and through advertisements in the national daily newspapers and magazines and on the Internet. The "Riconosci la Violenza" Campaign was translated into English and Spanish. (<http://www.pariopportunita.gov.it/index.php/primo-piano/2406-qriconosci-la-violenzaq>)

- Within the framework of the practical measures implemented by the Italian Government to promote a positive and non-stereotyped image of women and men in the media, in 2015 the Italian Department for Equal Opportunities renewed its Memorandum of Understanding (MoU) with the Italian Advertising Self-Regulation Institute (*Istituto di Autodisciplina Pubblicitaria – IAP*), with a view to enhancing their co-operation in the monitoring and removal of offensive and indecent ads. In compliance with this MoU, the Department for Equal Opportunities is entitled to ask for the removal of advertisements showing degrading images of women, containing images of violent acts perpetrated against women or inciting violence against women, also upon report from other entities. (http://www.pariopportunita.gov.it/images/stories/documenti_vari/UserFiles/PrimoPiano/Protocollo_IAP_febbraio2015.pdf)

Target Group: Young people, women and men

Objective 2.

Preventing and combating violence against women

Legislative Changes:

- Decree of the President of the Council of Ministers of 7 July 2015 through which the Extraordinary Action Plan against Sexual and Gender-Based Violence was adopted.

Policy Changes:

- In compliance with Law No 119 of 15 October 2013 (art.5) converting Decree Law No 93 of 14 August 2013 establishing “Urgent provisions on safety and for the fight against gender-based violence, as well as on civil protection and compulsory administration of provinces”, and with the Istanbul Convention, on 7 July 2015 the Extraordinary Action Plan against Sexual and Gender-Based Violence was adopted with the aim of establishing a multi-level governance system of public policies for combating such phenomena and supporting their victims, through a total allocation of 70 million euros for 4 years. Within this framework, on the International Women’s Day 2016, a 12 million euro Public Call for Proposals for the financing of projects for the strengthening of shelters and assistance services to women victims of violence and their children, as well as for the enhancement of the local services network was launched.

Besides the several actions envisaged by the Plan on public information and awareness-raising campaigns; for the promotion of respectful relationships between women and men within schools and of the anti-violence and anti-discrimination issues in textbooks; the strengthening of shelters and services for the assistance and protection of victims of gender-based violence and stalking; the specialised training for operators also in the health sector, the Plan also envisages the establishment of a specific National Database aimed at appropriately measuring violence against women and collecting all the existing and new data coming from all involved public Administrations on, *inter alia*, the relationship between victims and perpetrators, thus enhancing the co-operation between central and local administrations, harmonizing the collection methods and avoiding fragmentation of data. (http://www.pariopportunita.gov.it/images/piano_contro_violenzasessualeedigenere_2015.pdf)

- In line with Legislative Decree No 24/2014 transposing Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims, the first National Action Plan against Trafficking in and Serious Exploitation of Human Beings was adopted by the Council of Ministers on 26 February 2016. The Plan is aimed at identifying multiannual intervention strategies for the prevention and fight against these phenomena, as well as measures aimed at increasing public awareness, social prevention, emergence and social integration of victims. With a view to enhancing the national response to human trafficking, through prevention, prosecution, protection interventions and actions for the social integration of victims, the National Action Plan envisages measures aimed at:
 - Improving the emergence of the phenomenon and ensuring an effective and co-ordinated response;
 - Devising adequate mechanisms for the rapid identification of human trafficking victims through the drafting of specific guidelines on the topic;
 - Establishing a National Referral Mechanism;
 - Updating the existing reception actions;
 - Providing multi-agency training;
 - Adopting specific guidelines on the fulfilment of the obligation to inform victims of 1) their right to stay permit (in compliance with Article 18 of Legislative Decree No. 286/1998) and to ask for international protection; 2) the opportunity to ask for psychological assistance by an association having proved experience on the topic; 3) request for legal aid; 4) ask for a protected hearing (in accordance with Art. 498 of the Code of Criminal Procedure); 5) ask for the compulsory presence of an expert in psychology or child psychiatry for minors during examination carried out by law enforcement agencies and the judicial authority.

Last but not least, the Plan establishes the co-ordination of the international co-operation actions, with a view to strengthening and promoting the collaboration between Italy and the international organisations working on human trafficking and serious labour exploitation (IOM, ILO, etc.), and the EU and non-EU countries involved in these phenomena. The implementation of the Plan and the results achieved at the national, regional and local level will be monitored through a specific System of Monitoring and Verification of the National Action Plan.

The Plan is in line with the EU Strategy towards the Eradication of Trafficking in Human Beings (2012-2016) and the Council of Europe Convention on Action against Trafficking in Human Beings.

(<http://www.pariopportunita.gov.it/images/Piano%20nazionale%20di%20azione%20contro%20a%20tratta%20e%20il%20grave%20sfruttamento%202016%202018.pdf>)

- In line with the Plan, on 10 June 2016, the Department for Equal Opportunities of the Italian Presidency of the Council of Ministers published a public Call for proposals to fund assistance projects for victims of trafficking in human beings for a total amount of 13 million euros.

Target Group: Victims of sexual and gender-based violence and of trafficking in human beings

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes:

- Law No. 52 of 6 May 2015 establishing “Provisions concerning the Elections of the Chamber of Deputies”. The law provides for that: 1) candidates must be registered in each political party's list in alternating order according to gender; 2) the heads of the lists of the same gender may not make up more than 60% of all the candidates in each jurisdiction; 3) Voters may cast their vote for up to two preferences for candidates among those candidates who are not heads of lists. Voters who choose to vote for a second candidate within a list must opt for a candidate of the gender other than that of their first choice candidate. (<http://www.gazzettaufficiale.it/eli/id/2015/05/08/15G00066/sg>)
- Law No. 56 of 7 April 2014 establishing “Provisions on metropolitan cities, provinces, unions and fusions of municipalities”, which provides for that in the councils of municipalities with populations greater than 3,000 inhabitants, neither sex can be represented by under 40%, rounded off to the nearest whole number. (<http://www.gazzettaufficiale.it/eli/id/2014/4/7/14G00069/sg>)
- Law No. 20/2016 establishing “Provisions to guarantee a balanced representation of women and men in regional councils”.

The law provides indications for each Italian Region adopting regional laws to regulate the election of regional council's members. According to the law, whenever a regional law provides space for the expression of voters' candidate preferences, on each provincial list of candidates put forth by a political party the candidates of the same sex may not exceed 60% of the total list of member candidates (art. 1 1(1)). The new legislation also states that regional laws allowing for the expression of preferences must allow for the expression of interest in at least 2 candidates, one of each sex. Violation of these provisions invalidates an election.

In addition, in compliance with the new law, when regional legislation provides for lists that do not allow the expression of voters' preferences, the regional law must provide for the alternation of the names of candidates of different sexes, that is, between a male and a female candidate. In all situations, the listed candidates of one sex may never be more than 60% of the total number of candidates of the list.

Finally, in the case of single-member caucuses (*collegi uninominali*), the law provides for gender balance among candidates of the same political party, so that candidates of the same sex do not exceed 60% of the total number of candidates. (<http://www.diritto.it/docs/611246-modifica-all-articolo-4-della-legge-2-luglio-2004-n-165-recante-disposizioni-volte-a-garantire-l-equilibrio-nella-rappresentanza-tra-donne-e-uomini-nei-consigli-regionali-leg?tipo=content>)

Policy Changes: The measures taken at the national level to improve gender equality in political decision-making are numerous. As a result, the number of women working in the Italian political institutions has considerably increased. In particular, the percentage of women parliamentarians has increased from 10% in 2002 to 31% in 2015. Within the Government, in 2005 the percentage of women ministers was equal to 8%, whereas in the current Government women represent 44% of all ministers.

Furthermore,

- In 2015 the Italian Government concluded the two-year project "Women Mean Business and Economic Growth - Promoting Gender Balance in Company Boards". The project was aimed at promoting balanced representation of women and men in economic decision making. The project envisaged a set of actions, such as: setting the scene for women in economic decision-making, providing data on Italian female leadership, and on best practices to promote it, and reviewing the literature on the beneficial effects of female occupation and female leadership in economic decision-making for growth, development, and business; building a new dataset of women on boards of Italian companies; analysing the impact of Law No. 120/2011 ("Equal Access to Boards of Directors and Boards of Statutory Auditors of publicly listed companies) on several outcomes, such as the number of women in top positions, the average quality of boards, the diversity and performance of the organisation, the feedback effects on aggregate measures such as female occupation, female presence in top management, female education, etc. (<http://www.womenmeanbusiness.it/en/>)
- Also an important awareness-raising campaign on the topic was carried out in 2015. Entitled "Quote di genere. Un paese più equilibrato ha un futuro migliore" (Gender Quotas. A more Balanced Country has a Better Future) it is aimed at promoting gender balance in decision-making also through the dissemination of the legislative provisions on equal access to Boards of Directors and Boards of Statutory Auditors of non-listed and publicly owned companies, pursuant to Law No. 120/2011 and Decree of the President of the Italian Republic No. 251/2012. (<http://www.pariopportunita.gov.it/index.php/campagne-di-informazione/2450-qquote-di-genere-un-paese-piu-equilibrato-ha-un-futuro-miglioreq>)

Target Group: women and men voters

Objective 5.

Achieving gender mainstreaming in all policies and measures

Policy Changes:

- In compliance with the abovementioned Extraordinary Action Plan on Sexual and Gender Based Violence, on 25 July 2016, an Inter-institutional Control Centre (*Cabina di regia interistituzionale*) was established. The Center is chaired by the Prime Minister or the political Authority in charge of gender equality and composed by the Minister of Health, Minister of Regional Affairs, Autonomies and Family Policies, as well as by the representatives of the competent Ministries (Interior, Justice, Education, University and Research, Foreign Affairs, Economic Development, Defence, Economy and Finance, Labour and Social Policies, Simplification and Public Administration), and of the Regions and local Authorities. The inter-institutional Center was convened by the Minister for Equal Opportunities on 8 September 2016 for the first time.
- In line with the first National Action Plan against Trafficking in and Serious Exploitation of Human Beings, on 2 August 2016, a political and institutional Control Centre on human trafficking, which is chaired by the Prime Minister or by the political Authority in charge of gender equality, was established. The Centre is composed by the political and technical representatives of the Ministry of the Interior, Ministry of Justice, Ministry of Education, University and Research, Ministry of Foreign Affairs and International Co-operation, Ministry of Health, Ministry of Agricultural, Food and Forestry Policies, Ministry of Defence, Ministry of Economy and Finance, Ministry of Labour and Social Policies, as well as by the representatives of the National Anti-Mafia Directorate, Carabinieri Corps, State Police, Financial Police, Regions and local Authorities.

MAIN CHALLENGES:

- One of the main challenges for the Italian gender equality context is to eliminate gender stereotypes through new policies and actions specifically tailored for different target groups such as children of different age groups, students, teachers, parents, journalists, media influencer, policy-makers, etc.
- Another challenge is to establish mechanisms for the collection of comparable statistical and administrative data on all forms of violence against women in Europe and develop a set of accurate indicators to measure violence in all Council of Europe member states.
- Last but not least, another challenge that can be identified is to further develop gender mainstreaming through the establishment of mandatory ex-ante and ex-post gender impact assessment for all laws to be adopted by the national Parliament.

COUNTRY: LATVIA

Objective 1. Combating Gender Stereotypes and Sexism

Legislative Changes: On 19 January 2016 a new Asylum Law entered into force replacing the previous one (<http://likumi.lv/ta/id/278986-patveruma-likums>). Among others it contains a definition of asylum seekers with special procedural or reception needs which, inter alia, include pregnant women, parents with minor children, victims of human trafficking, as well as persons who have suffered from torture, rape or other serious psychological, physical or sexual violence. Their special procedural or reception needs are assessed and ensured to the extent possible during the whole asylum procedure (*The same legislative change falls within the scope of Objective 5 on Achieving gender-mainstreaming in all policies and measures*).

Policy Changes:

- The draft Latvian Media Policy Guidelines for 2016-2020 and the accompanying Plan of Implementation are submitted to State Chancellery for review in government (Cabinet of Ministers). One of the draft Guidelines five main principles has been named "Quality and accountability of media environment". It envisages that journalists are aware of and comply with criteria of professional ethics and quality – objectivity, balancing of opinions and etc. As well principle envisages that media comply with gender equality and children's rights, prevent all forms of discrimination or its risks at editorial work and media content, and do not allow hate speech and incitement to violence. The draft Guidelines envisage elaborating the common code of ethics for media industry, and establishing media Ombudsman as a self-regulatory institution. (Available in Latvian: http://tap.mk.gov.lv/doc/2016_07/KMPamn_060416_mediju_politika.972.doc)
- Within the process of implementation of education content, state education standards are taken into account.

According to the regulation of the Cabinet of Ministers on State Basic Education Standard, basic education subjects', as well as general secondary education subjects' standards and programmes, gender issues are included (for example, *World History, Latvian History, Social Sciences, Biology, Policy and Law* etc.).

Methodological document "The example of class hour programme" offers discussion topics regarding gender issues.

Issues on gender equality are also included in teachers' professional development programmes.

Other activities:

- In 2015 the Centre for Disease Prevention and Control in co-operation with professionals prepared educational video materials (two short movies "Girls, boys and puberty"(consisting of 4 episodes and "Relationships and health – your responsibility" (consisting of three episodes) for adolescence on sexual health issues, covering topics of puberty, stereotypes regarding boys and girls, healthy relationships and friendship, contraception and safe sexual intercourse (including STIs, unplanned pregnancy etc.). The methodological guidelines for teachers have been prepared to aid teachers in using these

videos during lessons. In 2015 in total 246 educational classes on sexual and reproductive health for adolescents were carried out (4,558 adolescents and 93 school teachers participated).

- State Police of Latvia as member of the Baltic-Nordic Network of Police Women (NBNP) organised the conference Gendered Violence – Nordic-Baltic Dialogue. Expert Round Table Seminar in October 2015 at the State Police of Latvia facilities in Riga. The Conference was financed by the Nordic Council of the Ministers in the frame of the project implemented by NBNP. http://www.nordkalender.org/nikk_en/event.html?id=10978&back=index.html
- Chief of the State Police of Latvia is one of the White Ribbon Ambassadors in Latvia. <http://eige.europa.eu/more-areas/men-and-gender-equality/white-ribbon-ambassadors>

Objective 2.

Preventing and combating violence against women

Legislative Changes: Many significant legislative changes were made during the last years to align domestic legislation with requirements of the Council of Europe Convention on preventing and combating violence against women and domestic violence and Directive 2012/29/EU of the European Parliament and of the Council establishing minimum standards on the rights, support and protection of victims of crime. The laws amended: Law on the Rights of the Child, the Criminal Law, the Civil Law, the Civil Procedure Law, etc.

More details:

- Any violent crime against a relative, partner or a former partner is an aggravating circumstance.
- Violence against a close relative of a child in the presence of the child is legally defined as emotional violence towards the child himself/ herself.
- Specialists who work with children or may come across with cases that concern rights of the child (police officers, judges, prosecutors, psychologists, teachers, etc.) are legally obliged to attend a course on the rights of the child every five years. The course includes topics on identification of violence against a child and domestic violence and multidisciplinary and multi-sectorial co-operation.
- In 2014, new legal instruments to guarantee protection orders in cases of domestic violence were introduced. These amendments provide the right of a person suffering from violence or stalking to ask a court on her/his own initiative, or with the intermediation of Police, to take appropriate protection measures against the perpetrator within civil proceeding.
- Emotional, physical, sexual and economic violence are clearly mentioned in the Civil law as the reason to request a divorce without observing a mandatory reconciliation three years period for spouses. Before the amendments, the language of the law was quite vague in this respect and there was a lot of room for interpretations.
- When deciding on the right to contact and on the right to exercise parental responsibilities (in cases of disagreements on custody), the court has an obligation to consider all the credible information about cases of violence against the child or against child's parent.
- Legislation on rape that traditionally focused on proving the use of force for a conviction for rape was changed to focus on the lack of consent. Period of limitation of legal proceedings in cases of sexual violence was prolonged for up to 20 years after the victim has reached the age of majority.

Latvia signed the Council of Europe Convention on preventing and combating violence against women and domestic violence on 18 May 2016.

Policy Changes: In 2015 a new social recovery service for victims of violence was introduced. The rehabilitation course consists of up to 20 individual consultations provided by a psychologist, a lawyer and a social worker, or as a social recovery course in a social recovery institution (up to 30 days and can be prolonged up to 60 days, if necessary) .

Since 2015, social rehabilitation service for the perpetrators of violence is also introduced. The course consists of 16 sessions of group therapy or 10 individual consultations. Because there is no legislation to make participation of perpetrators mandatory, participation in the course is voluntary. In 2015, approximately 100 persons received individual consultations or participated in a group therapy.

Other activities:

- Since 2009, the Ministry of Welfare of Latvia compiles an annual report containing data (mostly administrative data) on domestic violence (data on domestic violence against women, men and children). Approximately 80% of all officially fixed cases of violence against children and 40% of all violence cases against women take place in a family environment.
- The Ministry of Welfare of Latvia organises annual high level conference on the issues of violence against women and domestic violence. The conference is well attended by specialists from different backgrounds from all over Latvia.
- Starting from 1 January 2016, free help line "116006" is available for the victims and their family members. The help line is operating every day from 7 am to 10 pm, enabling persons to receive emotional and psychological support, as well as information on legal and other support services. Specially trained technicians by phone provide all the information on the support options in the particular case. If necessary, emotional support is also provided.
- Within the process of implementation of education content, state education standards are taken into account. Issues regarding preventing and combating different forms of violence are included in the content of basic education subjects' standards and programmes' as well as in the content of general secondary education subjects' standards, for example, *Social Sciences, Health Education, Ethics* etc. Methodological document "The example of class hour programme" offers discussion topics regarding protection against violence, sexual violence, emotional and physical violence. Issues on expressions of violence and combating them are also included in teachers' professional development programmes.
- In 2015 the Centre for Disease Prevention and Control (CDPC) in co-operation with professionals prepared educational video material for adolescence on promotion of emotional wellbeing and reduction of bullying in school environment and online (two short movies - "Katrina"¹⁸ on bullying at school and "Roberts"¹⁹ on cyber bullying). These movies are meant to be used during the lessons; as well the CDPC has published guidelines for school teachers²⁰ who would use above mentioned movies in their pedagogical work.

Target group: adolescence and teachers.

¹⁸ <https://youtu.be/ITGqR50Pfv0>

¹⁹ <https://youtu.be/OvbNOHJ-7hl>

²⁰ http://www.spkc.gov.lv/file_download/3093/SPKC_2016_nirgasanas_ietekumi_pedagogiem.pdf

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Free Trade Union Confederation of Latvia (LBAS) has signed up for the campaign of the International Trade Union Confederation (ITUC) "Count Us In" aimed to increase women participation in trade unions and decision making. The goals of the campaign include:

- 80% of ITUC General Council members to have at least 30% of women in their decision making bodies by the 4th ITUC Congress in 2018

5% increase of women's membership in each national centre that has subscribed to the Count Us In! Campaign by the 4th ITUC Congress in 2018.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes:

- Amendments to the Labour Law adopted on 23 October 2014 (in force from 1 January 2015) prescribes that the annual paid supplementary leave shall be granted not only to employees who cares for three or more children up to 16 years or a disabled child aged up to 18 years (at least 3 working days), but also to employees who cares for less than three children aged up to 14 years (at least 1 working day).
- Education process is provided in accordance with the Law on Education. Article 3.¹ of this Law defines prohibition of unequal treatment and states the right to education regardless of economic or social status, race, nationality, ethnicity, gender, religious or political beliefs, state of health, occupation or place of residence.

Policy Changes: Gender equality is Latvia's priority area in international human rights organizations, including the United Nations Human Rights Council, where Latvia is a member until 2017. Latvia participates in a cross-regional initiative – the Equal Futures Partnership – and in its framework has committed itself to foster women's economic empowerment, strengthen efforts to eliminate of domestic violence, reinforce the fight against human trafficking and sham marriages and promote gender equality internationally, including through Latvia's development co-operation policy.

In June 2016, Latvia has presented its candidature to the United Nations Commission on the Status of Women, elections in 2020 (for the term 2021-2025).

Other activities: According to Education Development Guidelines 2014-2020 (adopted on 22 May, 2014) and Action plan for the implementation of Education Development Guidelines 2014-2020 in 2015-2017 (adopted on 29 June, 2015), it is planned to develop Human Security learning material, which inter alia will include gender equality issues. This process involves the development of normative basis, learning textbook and materials, as well as professional development for teachers on Human Security issues.

Target Group Students, teachers.

Other activities:

- On 11 March, 2016 Ministry of Welfare in collaboration with University of Latvia Faculty of Social Sciences organised intersectoral academic discussion on terms and definitions used

speaking on gender equality. The speakers represented wide range of academic disciplines; therefore the discussion was divided in three panel discussions: understanding of terms in philology, translation and law, understanding of terms in pedagogy and psychology, understanding of terms in communication, political science, history and sociology. It was possible to follow the discussion online (like social media portal *Delfi*). Discussion in online was followed by approx. 800 visitors.

The record of discussion is available in the ministry's web page. The main conclusions from discussion - term "gender" has no just one meaning, especially we can see it, how wide and in how many concepts it is used (gender bias, gender equity, gender dimension, etc.). There are academic disciplines, where both terms (sex and gender) are important and used in different contexts (history, philology, pedagogy); it's clear, that usage of terms will differ in each language and sometimes maybe is good not to try to translate each and every word, but look in context. There is a need to continue this discussion in academic level, but also not to forget to explain these issues for wider society in more understandable way, to avoid miss leading and confusion on the topic as such. Tools of communication on these issues are essential.

- Gender equality is one of priorities of Latvia's development co-operation policy. During the given period of time, the Ministry of Foreign Affairs has financed a project implemented by the Latvian Women Resource Center "MARTA" with the goal to improve access to education and improve economic empowerment of girls and women in Central Asia (Kirgizstan and Tajikistan).
- In order to better identify needs of the unemployed a profiling system has been developed in the Latvian Public Employment Service (PES) in 2013 with an aim to shorten the period of unemployment and prevent potential risks that could delay return in the labour market by providing most appropriate measures and intensity. As a result of profiling, persons are involved in the most appropriate and best suited measures sequenced in a way that would ensure the most effective labour market outcome based on job opportunities by demographic characteristics, self-esteem and motivation to look for job and co-operate with the PES.
- Within the project "Latvia: Developing a Comprehensive Active Ageing Strategy for Longer and Better Working Lives" the World Bank carried out the study "The Active Aging Challenge for Longer Working Lives in Latvia" including evidence-based recommendations for the improvements in active ageing situation and for developing an active ageing strategy in Latvia facilitating longer and better working lives. Taking into consideration that within the study gender-specific issues were analysed it is expected that measures of the active ageing strategy will have a positive impact on gender situation in the labour market. The active ageing strategy has been approved by the Cabinet of Ministers on 6 September 2016. Target Group - unemployed, job seekers and people at risk of unemployment; older employed persons at risk of unemployment, older unemployed, employers.
- In August 2015, Ministry of Welfare has started the project "Vouchers for the provision of flexible child-minders service to workers with nonstandard work schedules". This project is financed from the EU Programme for Employment and Social Innovation (EaSI). Main activity of the project will be focused on introducing within the focused political intervention flexible child-care arrangements in Latvian enterprises with nonstandard work schedules (jobs requiring evening, weekend, or variable schedules) and further development of self-regulation or cross-section (private and public co-financing scheme) subsidisation.

Project will be implemented in co-operation with Jelgava City Council, Valmiera City Council, Riga City Council and Institute for Corporate Sustainability and Responsibility. Main aims of tested innovation will be:

- to find optimal child-care arrangement for workers with nonstandard work schedules;
- to find optimal conditions for inter-sectorial partnership and self-regulation practices;
- to find long-term model of subsidising and development of flexible childcare service.

The Main target group are employed parents with nonstandard work schedule who have child up to 7 years of age. In case of competition priority could be given to parents who fall under one of these conditions: 1) single parent; 2) parent with disabled child 3) parent with three or more children. The additional selection criteria will be clarified within the consultations with employers, evaluating the degree of social vulnerability of the specific group.

Social Partners implemented activities promoting gender mainstreaming

- Education International in collaboration of Latvian Trade Union of Education and Science Employees organised Symposium on Human Rights and Values in Education Riga, Latvia – 7th to 8th June, 2016. The main objective of the seminar was to pay attention of the pedagogues to the human rights aspects and challenges in education process, to ensure that each person's identity is recognised in school and society regardless his/her ethnicity, gender, language, family situation, place of living, because school is a place where children are learning to communicate, to understand each other, accept and respect diversity. There were members of Trade Unions participating from 12 countries.
- On 10-11 March 2016 with the support of F. Ebert Foundation, Free Trade Union Confederation (LBAS) *organised the Meeting of the Baltic States Trade Union National Women Coordinators* in Jūrmala, Latvia. The main topics of discussion was - national realities and women/gender equality priorities, strengthening of the network and sustainable development, visibility in the European Trade Union Confederation and the ITUC women's structures, development of new co-operation forms/activities.

The first meeting day was devoted to national presentations on gender equality realities in all three countries. The second day was focused on violence against women which is a hot issue in all three countries, the latest international trends and achievements/challenges in the field of gender equality as well as implementation of the Commission recommendation of 7 March 2014 on strengthening the principle of equal pay between men and women through transparency (2014/124/EU). Country groups worked on proposals and recommendations how to highlight the involvement of trade unions to tackle this serious problem. Short training that included working groups was provided to allow participants to come up with proposals for effective implementation of the provisions of the recommendation 2014/124/EU.

In addition LBAS organisational structure includes the Gender Equality Council that organises regular meetings to discuss relevant gender equality issues. One of the traditional activities of the Council is to visit management of a chosen enterprise in Latvia to discuss gender equality issues and suggest proposal for improvement of working environment and labour protection for women. The recent visit in the enterprise "Spodrība" resulted in conclusion of a collective agreement that *inter alia* tackles gender equality issues at the workplace.

COUNTRY: LITHUANIA

Objective 1.
Combating Gender Stereotypes and Sexism

Policy Changes: In 2016, a draft of the programme "Health and sexuality education and preparing for family life" was developed, with one of its principles emphasising respect for a human being and gender equality (<http://www.smm.lt/web/lt/komisijos-ir-darbo-grupes>).

In 2016, the assessment criteria on the suitability of material for developing human values have been developed by the Education Development Centre as a part of the Criteria for Assessing the Content of Textbooks on General Education Subjects. The criteria are expected to promote the non-discriminatory treatment of women and men in textbooks and learning materials.

Relevant measures were introduced in the Guidance on Ensuring Equal Opportunities in Lithuanian Research and Higher Education Institutions. The aim is to reduce gender imbalance in various fields of education (for example physics, engineering, nursing) and to attract more women/men in less represented fields.

Other activities: In 2016, an awareness-raising campaign "For Competence" was started by the Office of the Equal Opportunities Ombudsperson aiming at choosing employees according to their competence rather than sex, age or other aspects of identity. It is planned to co-operate with the Lithuanian Association of Temporary Employment Agencies, job ad portals, other organisations of employers in order to promote legal regulations and thus fighting gender stereotypes that only persons of a particular sex can work in a particular job.

In November 2015, the Education Development Centre held a seminar "Gender roles and stereotypes".

Target group: assessors of the content of textbooks on general education subjects - learned how to notice gender stereotypes in textbooks.

In February 2016, the Education Development Centre in co-operation with the Vilnius University Gender Studies Centre organised a seminar "Gender stereotypes in textbooks and their possible impact".

Target group: authors and publishers of textbooks on general education subjects.

Methodical material (Teacher's Book and Career Guide for pupils) of general education schools and vocational training institutions was updated with information on gender equality in planning and pursuing a career.

Career Education for Pupils Information website was updated with visual information about non-traditional occupations for women and men (www.mukis.lt/lt/vyru-ne-moteru-hgad.html).

Methodical material for analysing stereotypes exploited and spread by the media was developed and issued when implementing the project "Media and media literacy education". Over 300 school staff (teachers, librarians and administrative staff) attended training courses on this subject.

As part of the project "The media and children: getting to know and understand" educational

broadcasts were developed to acquaint 6-11 year old children with the basics of the media and media literacy, encourage children's thinking and a critical view of media products aimed for girls and boys.

As part of the project "Development of intercultural skills of teachers, pupils, parents and the representatives of NGOs", the Tolerant Youth Association produced educational films aimed at bullying prevention. They were introduced to teachers and presented for discussion with pupils of 5-12 grades (2012-2015).

Objective 2.

Preventing and combating violence against women

Legislative Changes: Amendments to the Criminal Code and Criminal Procedure Code were adopted by Seimas (Parliament of the Republic of Lithuania) in 2015. These amendments allow the initiation of an investigation of domestic violence without requiring that the victim files a formal complaint with the police.

Policy Changes: Action Plan for the year 2014–2016 for the Prevention of Domestic Violence and Provision of Assistance to Victims providing for measures and funds envisages measures aimed at: organisation of information campaigns on the prevention of domestic violence; support for projects of NGOs and institutions, targeted at the prevention of domestic violence and assistance; storing and systematisation of data; competence building of specialists through organisation of training; improvement of the system of imposing sanctions on convicted abusers in penitentiary institutions and probation services; support for organisations working with abusers; supervisions, etc.

Other activities: Training programme (16 hours) has been developed by the Ministry of Interior with the aim of enhancing capacities of the police officers to combat domestic violence. 30 trainers have been prepared and 376 police officers took part in this training in 2015.

EU funded project "Common action for society without violence" has been implemented by the Office of the Equal Opportunities Ombudsperson. Results achieved:

- (1) Cycles of training for each target group: 61 police officers, 83 prosecutors and judges, 60 specialists of specialised support centres;
- (2) Development and reinforcement of the mechanism of an integrated inter-institutional co-operation and co-ordination to address and solve the questions of domestic violence: joined trainings to advance professional capacities and introduce co-ordinated community response (CCR); guidelines on co-ordinated institutional response to VAW prepared and disseminated to the relevant institutions; enhancing the commitment of the officials from the Ministry of Social Security and Labour, Police department, Prosecutor's office, Court Administration, and the Office of the Ombudsperson for Children Rights to work on systematic integration of CCR in Lithuania;
- (3) Awareness-raising campaign with the main focus on deconstructing men's cultural norm on "approval" of violence in everyday communication, challenging the traditional masculinity norms and addressing men as important allies in combating gender-based violence. See more: [HTTP://www.vyraiuzmoteris.lt](http://www.vyraiuzmoteris.lt) (*Men for Women*).

The Ministry of Social Security and Labour held for the first time a side event entitled "Tangible and Measurable Tools for the Prevention of Violence against Women" on 17 March 2016, during the 60th Session of the Commission on Status of Women in New York. Representatives of the UN Women, the European Institute for Gender Equality, CEDAW took part in a panel discussion.

Objective 3.**Guaranteeing Equal Access of Women to Justice**

Legislative Changes: In June 2016, seeking to ensure more efficient protection of individuals against discrimination, proper implementation of the decisions of the Court of Justice of the EU and to conform to the EU directives, amendment to the Law on Equal Opportunities between Women and Men was adopted by Seimas. This amendment specifies that discrimination also includes women's discrimination on grounds of pregnancy or maternity leave, and that besides sexual harassment in the workplace, harassment in the workplace is also prohibited.

Policy Changes: See Objective 2.

Other activities: Training seminars on equal opportunities and gender equality, relevant national legislation, UN Conventions, case law of the European Court of Human Rights, etc. are being organised by the National Court Administration in autumn 2016.

Target group: judges.

Objective 4.**Achieving balanced participation of women and men in political and public decision-making**

Policy Changes: The Guidance on Ensuring Equal Opportunities in Lithuanian Research and Higher Education Institutions was adopted in December 2014. Tasks of the Guidance are: to make proposals to Institutions on possible measures aimed at systemic gender mainstreaming in all policy and activity areas of Institutions; to improve gender balance in various research areas and increase the share of women in senior research and decision making positions.

Other activities: The National Programme on Equal Opportunities for Women and Men 2015–2021 addresses balanced involvement of women and men in decision-making and holding top-grade managerial posts. A number of measures were implemented in 2015-2016. For instance, activities of the network of female politicians' clubs (public discussions, consulting, public promotion of positive image of female politicians, etc.) in all regions of Lithuania; promotion female leadership in society and business by organising female leadership information campaigns; ensuring functioning of the electronic network of women's organisations and Information portal for women.

Objective 5.**Achieving gender mainstreaming in all policies and measures**

Legislative Changes: The new Labour Code was adopted by Seimas in September 2016 and will come into force 1 January 2017. The principle of respect of the employee's family commitments (work-life balance) takes a new meaning in the new Labour Code that obliges the employer to take measures to help the employee fulfil his or her family commitments.

In the new Labour Code the employer is obliged to implement the principles of gender equality and non-discrimination on other grounds. This means that both direct and indirect discrimination, harassment, sexual harassment, instruction to discriminate on various grounds is prohibited. The employer with regard to gender equality and non-discrimination on grounds other principles must: apply the same selection criteria and conditions when the employer hires employees to work; to provide equal working conditions, opportunities to improve qualifications, seek professional development, be retrained, acquire practical work experience and grant equal benefits; to apply

equal criteria and uniform criteria for dismissal; for the same work and for work of equal value pay equal wages; take measures to prevent harassment, sexual harassment in the workplace.

Policy Changes: Methodology for Gender Impact Assessment of Legal Decisions has been drafted and presented for discussions at the national Commission on Equal Opportunities for Women and Men in February 2016. The aim of the Methodology is to help state and municipal institutions to more efficiently work in the area of equality between women and men and seek that policy-makers integrate gender equality in drafting legal acts.

Other activities: The Action plan for the implementation of National Programme on Equal Opportunities for Women and Men 2015–2021 was implemented in 2015-2016. The measures in the Action plan are related to legal, policy, educational and institutional issues in the areas of employment, education, science, health care, culture, environment, defence, justice, foreign policy, etc.

In 2016, Ministry of Social Security and Labour, Office of the Ombudsperson for Equal Opportunities and Association of Municipalities started to elaborate EU-financed project which aims to strengthen equal opportunities for women and men in municipal level and to support implementation of legal provisions according to which municipal institutions have to provide for measures aimed at ensuring equal opportunities for women and men in municipal strategic development and/or municipal strategic action plans. Measures are planned for improving gender-disaggregated statistics.

MAIN CHALLENGES:

One of the main challenges remains combating gender stereotypes and sexism.

PAYS: LUXEMBOURG

Objectif 1.
Combattre les stéréotypes de genre et le sexisme

Changements politiques :

Programme gouvernemental

Dans le programme gouvernemental 2013-2018, le gouvernement luxembourgeois a retenu au chapitre relatif à l'égalité des chances que les violences sexistes doivent faire l'objet de mesures de prévention systématiques suivies, le cas échéant, de mesures de répression et de sanctions.

Autres activités :

MEGASPILL

Le ministère de l'Égalité des chances a lancé en septembre 2014 le « MEGASPILL »²¹. Il s'agit en fait d'une version du jeu « Memory » qui consiste à retrouver une paire de cartes correspondantes en carton, alors qu'elles affichent toutes un côté « verso » neutre et identique pour chaque carte. Les professions « typiques » et « atypiques » pour hommes et femmes au recto font ainsi l'objet de la version MEGA du jeu Memory, et il convient de retrouver un homme et une femme exerçant le même métier, la même profession, en enlevant les paires déjà résolues ainsi, en procédant jusqu'à la fin par élimination. (un électricien avec une électricienne, une coiffeuse avec un coiffeur et ainsi de suite). Le ministère de l'Égalité des chances veut ainsi thématiser les clichés et les stéréotypes qui peuvent encore se trouver dans le monde professionnel et économique, tout en amenant déjà les plus jeunes à réfléchir à la thématique, en jouant un jeu aussi ludique qu'intéressant.

De cette manière, les jeunes peuvent déjà mettre en question les clichés que l'on rencontre encore trop souvent dans ce domaine, y réfléchir et ils/elles seront, de ce fait, déjà plus ouverts à d'autres possibilités dans leur orientation professionnelle dans le futur. Leur mentalité aura peut-être déjà évolué bien loin des stéréotypes susmentionnés.

Groupe ciblé : filles et garçons de l'enseignement fondamental

« PIXI-Buch »

Le ministère de l'Égalité des chances est actuellement en train d'élaborer en coopération avec l'Édition Carlsen en Allemagne, trois petits bouquins didactiques dits « PIXI-Buch » au sujet des stéréotypes de genre, notamment sur le sujet du sexe sous-représenté dans la vie économique et politique et les stéréotypes en matière de conciliation de la vie professionnelle et de la vie privée. Ces publications se jouissent d'une très grande popularité auprès des enfants (et des professionnels travaillant avec des enfants) dans les pays germanophones, y compris le Luxembourg. Cette publication sortira en langues française et allemande et comportera un certain nombre d'illustrations et de textes sur les stéréotypes de genre de l'âge le plus bas en passant par la vie adulte jusqu'à la fin de la vie. Il est prévu que les trois bouquins sortiront successivement en 2017 et 2018.

²¹ <http://www.mega.public.lu/fr/jeunesse/megaspill/index.html>

Groupe ciblé : enfants de 3-7 ans

3^e Conférence internationale sur les Hommes et l'Égalité des chances (ICMEO)

Après les conférences de Berlin (2012) et Vienne (2014), le ministère de l'Égalité des chances, avec le soutien du Ministère fédéral allemand de la Famille, des Personnes âgées, des Femmes et de la Jeunesse, organisera 3^e Conférence Internationale sur les Hommes et la politique d'Égalité (ICMEO)²² qui aura lieu le 17 et le 18 octobre 2016 à la Maison du Savoir à Esch/Belval au Grand-Duché de Luxembourg. L'objectif de cette conférence était notamment de considérer les hommes comme des acteurs à part entière et de respecter, voire intégrer leurs revendications dans la politique d'égalité.

A l'occasion de la réunion informelle du Conseil EPSCO du 17 juillet 2015 intitulée « Changements sur le marché du travail : un défi pour les femmes et les hommes », les ministres de l'Égalité et du Travail et de l'Emploi de l'Union européenne avaient échangé les différentes stratégies pour mieux répondre aux besoins des femmes et des hommes en matière de conciliation entre vie privée et vie professionnelle. Il a été précisé qu'il faut créer les conditions permettant une meilleure conciliation pour les deux genres et souligné la nécessité d'impliquer davantage les hommes dans la politique d'égalité, conformément au principe du « Gender Mainstreaming ». Les hommes doivent être considérés comme acteurs et destinataires de la politique d'égalité pour faire face aux inégalités et discriminations auxquelles les hommes sont confrontés.

Le sujet principal de la conférence du 17 et 18 octobre 2016 sera « *Caring Masculinities* » et se concentrera sur différents aspects, à savoir la conciliation entre vie privée et vie professionnelle, la promotion des hommes dans les professions féminisées (métiers de la santé, du travail social et métiers pédagogiques) ou encore la réticence des hommes de se faire soigner médicalement. Il s'agit donc aussi d'évoquer les stéréotypes attribués aux différents genres, notamment dans les ateliers de travail organisés au moment de la conférence.

Groupe ciblé: Femmes-Hommes-Jeunes adultes-Personnes âgées, Professionnels dans le domaine social et psychosocial

Formations

Depuis 2011, le ministère de l'Égalité des chances dispense une formation de base sur la politique de l'égalité entre femmes et hommes à l'Institut national d'Administration publique (INAP) pour candidats stagiaires toutes carrières confondues, fonctionnaires et employés, engagés auprès de l'État et des communes. Cette formation est obligatoire pour toutes les carrières et comporte en principe 3 séances à deux heures de cours.

En légère augmentation depuis 2011, le nombre des formations de base se situe entre 30 et 35 unités avec un nombre de participants très variable suivant les classes allant de six jusqu'à 30 et même 40 personnes. La fluctuation de la composition des classes exige une certaine flexibilité aux formateurs et formatrices quant à l'approche pédagogique. En 2015, deux formateurs du ministère ont été désignés pour les formations de base à l'INAP.

Formations continues

²² <http://www.mega.public.lu/fr/agenda/2016/10/icmeo/index.html>

Depuis octobre 2014, le ministère propose en collaboration avec l'Institut national d'Administration publique deux jours de formation continue pour délégués à l'égalité dans la Fonction publique. Trois formatrices ont été désignées pour dispenser cette formation deux à trois fois par an. En 2015 trois cours ont eu lieu avec environ 50 participants ce qui constitue un nombre limité de personnes acceptée pour ce genre de séminaire.

Ces formations ont trouvé une certaine extension dans les discussions et échanges lors des réunions du réseau des délégués à l'égalité (voir plus loin) organisées au ministère de l'Égalité des chances. En 2015, 113 délégués à l'égalité ont été officiellement désignés dans cette fonction, dont 86 femmes et 27 hommes.

Formations sur demande

En 2015, des formations spécifiques sur demande ont été dispensées à l'Université de Luxembourg à Walferdange, au Centre militaire à Diekirch, ainsi qu'au Centre pénitentiaire de Givenich. Une séance d'information sur la politique de l'égalité femmes-hommes a été organisée sur demande de la Faculté des Lettres, des Sciences Humaines, des Arts et des Sciences de l'Éducation auprès des étudiants en bachelier. À l'aide d'exemples concrets, cette présentation donnait un aperçu sur les thèmes prioritaires actuels traités par le programme gouvernemental 2013-2018 en matière de « Gender mainstreaming ».

Depuis le 2^e semestre 2015, une formation spécifique est également dispensée à intervalles réguliers au Centre militaire de Diekirch sur le thème de l'égalité de traitement et des différentes formes de discrimination en milieu professionnel.

Deux formatrices prennent en charge ces séances interactives qui souhaitent alterner information de base théorique et travaux pratiques avec le personnel militaire.

Au niveau international, il existe plusieurs démarches pour mettre le thème du genre dans les formations du secteur de la sécurité. En effet, ces formations sont devenues un outil de base non seulement pour promouvoir l'accès des femmes aux carrières militaires mais, également, pour traiter des comportements face aux discriminations au sein des équipes de militaires, ceci dans un souci de moderniser et professionnaliser davantage les corps de l'armée.

Au-delà des formations pour l'égalité : les études universitaires comme moyen efficace de sensibilisation

En juillet 2015 a été clôturé un projet de recherche pluriannuel conclu avec l'Université de Luxembourg sur les stéréotypes dans les jeux vidéo et les paroles de chanson.

Une des missions phares du ministère de l'Égalité des chances consiste à déconstruire les stéréotypes de genre qui peuvent freiner les femmes et les hommes à vivre pleinement leur choix de vie et assumer ensemble leurs rôles dans la société. La lutte contre les stéréotypes est d'ailleurs inscrite dans le programme gouvernemental, ancrée dans le Plan d'action national d'égalité depuis 2006 et figure régulièrement à l'agenda politique européen.

Les enquêtes de terrain du projet universitaire sur les médias de divertissement ont confirmé que les stéréotypes y restent bien ancrés. L'étude menée par l'Université du Luxembourg a mis en lumière que les jeux nous présentent des protagonistes stéréotypé(e)s et essentiellement au comportement à connotations masculines. L'industrie de divertissement semble donc créer des jeux

essentiellement pour les garçons sans mettre en valeur des caractères de jeu qui puissent plaire davantage aux filles. De plus, quand des personnages féminins apparaissent, ils sont souvent très sexualisés.

La console de jeu reflète et reproduit des normes sociétales stéréotypées et les résultats de l'étude ont permis de le confirmer. Voir le détail du projet sur : www.mega.public.lu

Groupe ciblé : Femmes-Hommes, Filles-Garçons

Objectif 2.

Prévenir et combattre la violence à l'égard des femmes

Changements législatifs :

La réforme de la loi sur la violence domestique

La loi du 8 septembre 2003 sur la violence domestique a été substantiellement soumise à une réforme (loi modifiée du 30 juillet 2013) qui a apporté un certain nombre d'améliorations au profit des victimes majeures et mineures et des auteurs de violence domestique, dont notamment :

- L'extension de la notion de « proche » à celle de « cadre familial ». Le cercle des personnes victimes présumées pouvant bénéficier d'une mesure d'expulsion est élargi et couvre toute victime présumée cohabitant avec l'auteur présumé dans un cadre familial, notion plus large qui couvre non seulement la famille traditionnelle dans un sens élargi, les conjoints, les partenaires, les ascendants et les descendants mineurs et majeures, les fratries mais aussi les familles recomposées, à savoir les partenaires des ascendants et des descendants, des fratries à partir du moment où elles cohabitent dans un cadre familial. Les personnes cohabitant dans le cadre d'une colocation ou d'une sous location sont par exemple exclues du bénéfice d'une mesure d'expulsion.
- Les enfants témoins de violence domestique, reconnus victimes par ricochet, peuvent être pris en charge, assistés, guidés et conseillés par un service d'assistance aux victimes de violence domestique qui obtient par la loi une base légale pour le faire.
- L'expulsion est étendue de 10 à 14 jours. L'expulsion emporte à l'encontre de la personne expulsée aux côtés de l'interdiction de retour au domicile, deux nouvelles interdictions également pour une durée de 14 jours, à savoir l'interdiction de s'approcher de la victime et l'interdiction de prendre contact, oralement, par écrit ou par personne interposée (un parent, un enfant, un voisin ou autre personne) avec elle.
- Les interdictions prévues à l'article 1017-8 NCPC comptent une nouvelle interdiction, à savoir l'interdiction de s'approcher du service d'hébergement et annexes, de la structure de garde pour enfants et de l'école.

La loi modifiée du 30 juillet 2013 renforce aussi de façon déterminante la responsabilisation des auteurs de violence domestique :

- Dans cette optique, le service prenant en charge les auteurs de violence domestique, défini comme organisme de droit privé ou public dont l'objet consiste à offrir une prise en charge psychologique contre la violence et des structures de contact d'intervention proactive pour tout auteur de violence domestique au sens de la nouvelle loi, obtient une base légale. Au même titre que le Service d'assistance aux victimes de la violence domestique.

- Le jour de l'entrée en vigueur de la mesure d'expulsion, la Police en informe aussi un service prenant en charge les auteurs de violence domestique, au même titre qu'elle informe un service d'assistance aux victimes de la violence domestique.
- La personne expulsée doit se présenter auprès d'un service prenant en charge les auteurs de violence endéans les sept premiers jours de la mesure d'expulsion. En cas de non présentation endéans ce délai, le service la contacte et la convoque en vue d'un entretien.

La nouvelle loi est entrée en vigueur le 1^{er} septembre 2013²³.

Projet de loi renforçant la lutte contre l'exploitation de la prostitution, le proxénétisme et la traite des êtres humains à des fins sexuelles

En juin 2016, les ministres de l'Égalité des chances et de la Justice ont présenté la stratégie en matière d'encadrement de la prostitution au Luxembourg²⁴. Cette stratégie met en œuvre le programme gouvernemental, et se compose, d'une part, du premier Plan d'Action National (PAN) « Prostitution » (par la suite « PAN Prostitution »), et d'autre part, du projet de loi renforçant la lutte contre l'exploitation de la prostitution, le proxénétisme et la traite des êtres humains à des fins sexuelles. La stratégie a entre autres comme objectif de réduire la violence perpétrée à l'égard des prostitué(e)s.

Le renforcement du cadre légal a rendu nécessaire des modifications du Code Pénal et du Code d'instruction criminelle. Ces modifications prévoient entre autres l'institutionnalisation de la Plateforme « Prostitution » comme comité permanent et la création de synergies avec le comité de suivi « Traite », des mesures législatives préconisées par le Parquet Général et par la Police Grand-Ducale et le comité de suivi « Traite » et l'introduction de la pénalisation des clients s'il s'avère « *qu'il s'agit d'une personne mineure, d'une personne particulièrement vulnérable ou d'une victime d'exploitation sexuelle dans le cadre de l'exploitation de la prostitution, du proxénétisme ou de la traite des êtres humains à des fins sexuelles avec la possibilité de ne pas exercer l'action publique contre le client sous certaines conditions (témoignage du client).* » Le projet de loi²⁵ se trouve actuellement dans la procédure législative.

Changements politiques :

Le 1^{er} Plan d'action national (« PAN ») Prostitution

Le PAN « Prostitution »²⁶ présenté en juin 2016 comporte tant des mesures légales renforçant la lutte contre l'exploitation de la prostitution, le proxénétisme et de la traite des êtres humains à des fins sexuelles, que des mesures permettant de renforcer l'aide psychosociale aux personnes concernées. Ces deux composantes sont complémentaires et répondent aux objectifs ambitieux que le gouvernement luxembourgeois s'est fixés en la matière à savoir

- la réduction de la violence perpétrée à l'égard des prostitué(e)s,
- la protection des mineurs,
- l'intensification de la collaboration entre les institutions et acteurs publics en vue de mieux cerner les phénomènes du proxénétisme et de la traite des êtres humains et en vue de pouvoir réorienter les victimes dans les structures adaptées,

²³ <http://www.legilux.public.lu/leg/a/archives/2013/0150/a150.pdf#page=2>

²⁴ <http://www.mega.public.lu/fr/societe/prostitution-traite-etres-humains/index.html>

²⁵ <http://www.mega.public.lu/fr/societe/prostitution-traite-etres-humains/Projet-de-loi-7008.pdf>

²⁶ <http://www.mega.public.lu/fr/publications/publications-ministere/2016/plan-daction-national-prostitution/PAN-Prostitution.pdf>

- l'amélioration des conditions d'encadrement au profit des prostitué(e)s, tant au niveau de la santé que de la sécurité,
- l'élaboration d'un concept d'une stratégie dite d' « EXIT » pour les prostitué(e)s, souhaitant quitter le milieu de la prostitution,
- le renforcement du « *street work* » en collaboration avec la Ville de Luxembourg, ainsi que
- la mise en œuvre des mesures contenues dans le Plan d'action sur l'éducation sexuelle et affective.

Autres activités :

Etude scientifique sur les causes de la violence domestique du Luxembourg Institute of Health (LIH)

Le ministère de l'Egalité des Chances (MEGA) et le Luxembourg Institute of Health (LIH) avaient présenté le 4 mars 2015 à la presse les résultats d'une étude scientifique menée sur la violence domestique au Luxembourg²⁷. Réalisée au département de Santé Publique par Dr Laurence Fond-Harmant, sous la direction de Dr Jean-Claude Schmit, l'étude permet de mieux comprendre la violence domestique au Luxembourg. D'abord axé sur la prévention, le projet a permis de répondre entre autres aux questions suivantes : Comment se caractérisent les victimes et les auteurs de violence domestique? Dans quelles situations sociales et culturelles vivent-ils ? Sont-ils exposés à la violence dans leur foyer ou dans leur communauté ? Quels sont les principaux facteurs de risque de la violence domestique?

Pourquoi un projet de recherche scientifique sur la violence domestique au Luxembourg? En décembre 2012, le ministère de l'Egalité des chances a décidé de mandater le Luxembourg Institute of Health (LIH) pour réaliser une étude scientifique sur les causes de la violence domestique au Luxembourg. Le projet a eu pour objectif de donner la parole aux victimes, aux auteurs mais aussi aux professionnels. Le projet de recherche scientifique ainsi mené est inédit au Luxembourg : aucun projet n'a été réalisé en ce sens auparavant. Menée sur une période de deux années (de décembre 2012 à décembre 2014), l'étude a permis d'établir une meilleure compréhension des causes de la violence domestique.

Ce projet d'étude scientifique est également le résultat d'une collaboration réussie entre les instances publiques et les associations représentées au sein du Comité, les associations conventionnées avec le ministère de l'Egalité des Chances (MEGA) dans le cadre de leurs activités dans le secteur de la violence domestique ainsi que de nombreux acteurs dans le domaine social, pédagogique et sanitaire qui, dans le cadre de leurs missions, sont touchés par le phénomène de la violence domestique.

Les situations de violence domestique sont diverses et variées avec des conséquences dramatiques sur la santé physique et mentale. Il convient d'en comprendre les mécanismes sociaux de construction au sein des familles et des parcours individuels. Les violences conjugales et violences faites aux femmes demeurent à un niveau « inacceptable » selon l'Organisation Mondiale de la Santé (2013). En effet, une femme sur trois dans le monde a été victime de violence domestique, les hommes et les enfants étant également concernés.

Au Luxembourg, la violence domestique est un fléau sociétal et un véritable problème de santé

²⁷<http://www.mega.public.lu/fr/publications/publications-ministere/2015/etude-violence-domestique/index.html>

publique dont les chiffres relatifs aux interventions policières et aux expulsions ne cessent d'augmenter. Selon le comité de coopération des professionnels dans le domaine de la lutte contre la violence (ci-après « Comité »), en 2013, sur les 844 interventions de police en matière de violence domestique, 357 mesures d'expulsion ont été prononcées. Ces dernières ont progressivement augmenté. De 145 en 2004, le nombre est passé à 302 en 2009, puis a régressé en 2010 avec 264 expulsions, pour atteindre 357 en 2012 et en 2013, soit une augmentation de 35,2% ces trois dernières années. Concernant les expulsions, 95,24% des auteur(e)s ont été des hommes. Les catégories d'âge les plus représentées, parmi les auteur(e)s, sont celles de 18-30, de 31-40 et de 41 au 50, avec 88,23%.

Le projet a débuté par un travail initial de recherche bibliographique et documentaire et par une analyse préalable relative aux données statistiques entre 2003 et 2013. Puis, afin d'associer les professionnels au projet, plusieurs présentations ont été organisées auprès d'eux. L'étude a été construite en deux étapes :

- d'abord, une approche quantitative au travers de questionnaires distincts et anonymes auxquels ont répondu les victimes et les auteurs. Le travail collaboratif a été décisif avec des partenaires ayant participé à la réalisation des questionnaires et à leur diffusion auprès des victimes et des auteurs de violence.
- Puis, lors d'une seconde étape, les questionnaires ont été suivis d'une approche qualitative composée d'entretiens individuels semi-directifs avec un échantillon de victimes et d'auteurs.

Sur les 3306 questionnaires destinés aux victimes et largement diffusés dans les structures d'accueil, les services de consultation et d'information, les postes de police et les tribunaux, 171 ont été remplis et envoyés et 144 questionnaires exploitables ont été intégrés à l'étude. Sur les 568 questionnaires destinés aux auteurs et mis à disposition dans les structures partenaires, 40 questionnaires ont été retournés et 39 ont pu être analysés.

Plusieurs entretiens ont également été organisés sous forme d'audition auprès des experts et professionnels : une grille d'audition et d'animation de « focus groups » a notamment été conçue afin de récolter les points de vue de vingt experts luxembourgeois et étrangers.

L'étude a révélé plusieurs facteurs de risque associés à la construction individuelle et collective du processus de violence domestique :

- Les facteurs démographiques et état civil : la vulnérabilité du jeune âge est une cause essentielle, la victime est souvent plus jeune que l'auteur des violences,
- Les facteurs culturels et de formation : le niveau d'éducation s'avère souvent faible chez les auteurs et l'écart entre le niveau de formation de la victime et de l'auteur est important,
- Les facteurs économiques et professionnels : les revenus sont souvent faibles et on constate une dépendance économique fréquente chez la femme,
- Les facteurs de santé physique et mentale : blessures physiques, dépressions, troubles mentaux,
- Les facteurs d'exposition à la violence : maltraitance, sévices sexuels, mais aussi des expériences douloureuses pouvant engendrer de la violence : histoire familiale d'origine souvent complexe, modèle parental défavorable, maladie, décès ou suicide d'un des parents, etc.

L'étude formule des recommandations qui s'inscrivent dans une approche de politique de santé

publique en plaidant entre autres pour une prévention ciblée, mais aussi pour une meilleure prise en charge des victimes, des auteurs et de leurs proches. Les enfants en particulier doivent être pris en considération et leur protection spécifique doit être renforcée. L'étude globale est téléchargeable sur le site du ministère de l'Égalité des chances www.mega.public.lu.

Groupe ciblé: Victimes et auteurs de violence domestique, Professionnels dans le domaine social, psychosocial, autorités judiciaires et policières,

Conférence « La violence domestique au Luxembourg »

En date du 5 mars 2015, le ministère de l'Égalité des chances avait organisé à l'occasion de la Journée Internationale de la Femme une conférence pour présenter l'étude du LIH précitée²⁸.

La conférence avait rassemblé des expertes et experts nationaux et internationaux ainsi qu'une audience avertie se composant de responsables politiques, de professionnels dans le domaine de l'encadrement psycho-social ainsi que des représentants des autorités policières et judiciaires pour discuter et commenter les résultats des trois volets de l'étude, à savoir les victimes, les auteurs ainsi que les professionnels.

En présence de S.A.R. la Grande-Duchesse, la ministre de l'Égalité des chances, Lydia Mutsch, avait invité les experts à prendre la parole lors des différentes présentations et tables rondes. Dr Laurence Fond-Harmant, Honorine Santerre ainsi que Sandra Santina-Deutschle ont présenté l'étude pour le compte du Luxembourg Institute of Health (LIH).

Par la suite Justine Glaz-Ocik (Institut Psychologie und Bedrohungsmanagement Darmstadt), Joachim Lempert (EUPAX), Jurgita Peciuriene et Ligia Nobrega (EIGE), Joëlle Schranck (Femmes en détresse asbl), Georges Haan et Laurence Bouquet (Riicht eraus), Monique Blitgen (SAVVD), Laurence Bouquet (Riicht eraus), Kristin Schmit (Police Grand-Ducale) et Aloyse Weirich (Parquet Diekirch) avaient commenté sous la direction de Maryse Lanners (RTL Télé Lëtzebuerg) les résultats de l'étude.

Groupe ciblé: Victimes et auteurs de violence domestique, Professionnels dans le domaine social, psychosocial, autorités judiciaires et policières

Campagne d'information, de prévention et de sensibilisation²⁹

- Depuis l'entrée en vigueur de la loi modifiée sur la violence domestique en 2003, le Ministère de l'Égalité des chances, en coopération avec d'autres acteurs actifs en matière de lutte contre la violence domestique au Luxembourg, a intensifié la lutte contre ce fléau sociétal au niveau de l'information, la prévention et la sensibilisation. Parmi ces campagnes figurent la campagne intitulée « La violence domestique fait du mal à toute la famille » qui renseigne par le biais d'une brochure en plusieurs langues sur les dispositions légales et réglementaires en vigueur. La campagne utilise des symboles du monde des jeux, comme le doudou ou le canard, afin de souligner l'impact que la violence peut avoir sur les enfants.

Cette brochure, accompagnée par des affiches, se réjouit d'un grand succès auprès des

²⁸ <http://www.mega.public.lu/fr/actualites/2015/03/conf-violence/index.html>

²⁹ <http://www.mega.public.lu/fr/societe/lutter-violence-domestique/mesures/campagnes-sensibilisation/index.html>

personnes directement concernées, mais aussi auprès des associations travaillant dans le domaine social en général, et œuvrant dans le domaine de l'encadrement des victimes et auteurs en particulier.

- Dans le cadre de sa politique de sensibilisation et de prévention de la violence domestique, mise en place depuis plus d'une quinzaine d'année, l'Etat a toujours veillé à toucher notamment dans les trois langues officielles tous les résidents luxembourgeois. Il importe néanmoins à l'Etat d'atteindre aussi par des moyens plus ciblés, accessibles et adaptés à leurs besoins spécifiques, les communautés étrangères faisant partie intégrante de sa population, dont la communauté lusophone. Dans cet ordre d'idées, le ministère de l'Egalité des chances et la Confédération des Communautés portugaises luxembourgeoises (CCPL), avec la collaboration des différents acteurs du terrain y associés, la police, le parquet, le service d'assistance aux victimes de la violence domestique, le service prenant en charge les auteurs de violence domestique proposent le projet intitulé « HISTOIRES » - THEATRE-DEBAT - Théâtre éducatif dans la Prévention de la violence Domestique, un outil interactif et adapté, notamment, à la culture et à la langue de la communauté lusophone.

Ce projet est l'élément clé de la campagne de sensibilisation pour une meilleure prévention de la violence domestique à l'attention de la communauté lusophone au niveau local respectivement régional lancée par la ministre de l'Egalité des chances en décembre 2015 pour l'année 2016.

Tant les auteur(e)s, que les victimes, adultes et enfants, mais aussi les témoins, les familles et l'entourage sont visées par cette campagne d'information, de sensibilisation, d'éducation et de formation. Elle se veut être accessible à tout public lusophone de tout le pays. Une traduction en Français est assurée. Cette campagne fait appel au soutien et au partenariat de toutes les communes du pays intéressées par le projet en vue d'atteindre leurs communautés lusophones respectives, destinataires finaux de celle-ci. Un courrier en ce sens a été adressé par la ministre de l'Egalité des chances à tous les bourgmestres du pays afin de les informer du lancement de la campagne précitée et de l'encouragement à y participer.

Il est évident, voire essentiel, d'étendre le projet à d'autres communautés étrangères touchées par la violence domestique.

- Il y a également lieu de signaler que le ministère encourage les organisations conventionnées de prendre leurs propres initiatives intéressantes afin de mieux cibler leur travail d'information et de sensibilisation dès le bas âge. Dans ce contexte, le service S-PsyEA de l'asbl Femmes en détresse a édité le livret d'enfant « Dem Ben säin Geheimnis »³⁰, projet initié à l'occasion du 10e anniversaire du service. Etant donné que le travail avec les enfants témoins et/ou victimes directes revêt une importance croissante, ce projet vise notamment les enfants et les enseignants de l'enseignement fondamental. Ce livret s'est inspiré de projets existants d'ores et déjà à l'étranger et permet de briser les tabous notamment auprès des enfants d'évoquer leur situation, mais aussi de sensibiliser le corps enseignant qui est fréquemment débordé pour analyser convenablement la situation de l'enfant et pour agir de façon appropriée. Il s'agit donc aussi de renforcer la confiance des enseignants pour qu'ils réagissent de façon appropriée lorsque des cas de violence se manifestent auprès d'un enfant.

³⁰ <http://fed.lu/wp/wp-content/uploads/2016/05/Dem-Ben-säi-Geheimnis-Descriptif.pdf>

Le livret a été édité en 2015 en mille exemplaires, et a été distribué et présenté dans trois écoles à Luxembourg-Ville et a obtenu des échos très positifs. Les séances s'effectuent en 60 minutes avec la possibilité de poser des questions et sont adaptées aux besoins spécifiques des enseignants. Des demandes parviennent également des éducateurs dans les maisons relais. Toutefois, la priorité est actuellement mise sur l'enseignement fondamental.

Groupe ciblé : Victimes et Auteurs de violence domestique, Prostitué(e)s, Victimes de la traite, Professionnels dans le domaine social et psychosocial

Objectif 4.

Assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique

Changements législatifs :

Projet de loi ayant pour objet la mise en œuvre de certaines dispositions du Plan d'égalité des femmes et des hommes 2015-2018 et portant

1. modification du Code du travail

2. modification de l'article 2 de la loi modifiée du 21 décembre 2007 portant réglementation du financement des partis politiques

En automne 2015, la ministre de l'Égalité des chances a présenté les grandes lignes d'un projet de loi portant mise en œuvre de certaines dispositions du Plan d'égalité des femmes et des hommes 2015-2018. La ministre considère comme une « étape historique pour l'égalité entre hommes et femmes dans la prise de décision politique » l'introduction d'un pourcentage de 40% de candidats de chaque sexe sur les listes à présenter par les partis politiques pour les élections législatives nationales et pour les élections européennes.

Conformément au programme gouvernemental et à la Stratégie adoptée en 2014 par le Gouvernement pour un meilleur équilibre entre hommes et femmes dans la prise de décision, la législation sur le financement des partis politiques sera modifiée dans le sens de lier les dotations auxquelles les partis politiques ont droit à la présence de 40% de chaque sexe sur les listes à présenter pour les élections nationales. Pour les élections européennes, la parité entre hommes et femmes sur les listes de candidats sera introduite.

La ministre a souligné que « Le respect de l'égalité entre hommes et femmes sur le marché du travail constitue un réel facteur de compétitivité ». Sur cet arrière-fond, le projet de loi en question modifie le Code du travail sur trois points :

- la simplification de la procédure pour bénéficier d'une aide financière en cas d'embauche d'un travailleur du sexe sous-représenté
- la précision des conditions pour bénéficier d'une aide financière dans le cadre du programme dit des Actions positives, au niveau du respect de l'égalité de salaire entre hommes et femmes et au niveau de la prise de décision
- l'inscription du principe de l'égalité de salaire entre hommes et femmes.

Le texte du projet de loi se trouve actuellement dans la procédure législative³¹.

³¹

http://www.chd.lu/wps/PA_RoleEtendu/FTSByteServletImpl/?path=/export/exped/sexdpata/Mag/105/502/150041.pdf

Changements politiques :

Stratégie du gouvernement pour atteindre un meilleur équilibre entre femmes et hommes dans la prise de décision.

En septembre 2014, le gouvernement Luxembourg a présenté sa stratégie pour atteindre un meilleur équilibre entre femmes et hommes dans la prise de décision³² et met en œuvre la déclaration gouvernementale en faveur d'une représentation équilibrée entre femmes et hommes au niveau de la prise de décision. Il s'agit d'une priorité du gouvernement qui engagera notamment des mesures contraignantes envers les conseils d'administration du secteur public et intensifiera sa démarche de sensibilisation et de persuasion envers les entreprises du secteur privé.

A qualifications égales et malgré leur présence croissante sur le marché de l'emploi, les femmes restent largement sous-représentées parmi les décisionnaires, tant dans le secteur public que dans le secteur privé. Ainsi, le nombre de femmes dans les conseils d'administrations ne dépasse pas, en moyenne, les 20 %. Dans la fonction publique, alors que les femmes constituent en 2014 pratiquement la moitié du total de fonctionnaires de la carrière supérieure de l'Etat, seulement un quart occupe une fonction de direction. Même constat au niveau des établissements publics ou des entreprises dans lesquelles l'Etat détient des parts. Une minorité de femmes sont membres dans les conseils d'administration des établissements publics et le changement s'opère que très lentement.

Pour pouvoir respecter ses engagements politiques, le gouvernement s'est fixé l'objectif de 40% du sexe sous-représenté aux postes à responsabilité dans le secteur public jusqu'en 2019. Pour cet objectif ambitieux, de nouvelles procédures de nomination seront mises en œuvre : elles seront plus contraignantes, plus transparentes et permettront une analyse et une évaluation permanente du changement à mettre en place.

Dans le secteur privé, le gouvernement soutient activement la proposition de directive européenne en faveur des quotas légaux pour les sociétés cotées en bourse. En parallèle, la ministre de l'Egalité des chances entend notamment intensifier le programme des actions positives qui permet aux entreprises privées d'accélérer la mise en œuvre d'un meilleur équilibre entre hommes et femmes à tous les niveaux grâce à une démarche volontariste.

La proportion des femmes dans la prise de décision politique se situe à un niveau légèrement supérieur à ceux du volet économique, mais reste minoritaire par rapport aux hommes. Le gouvernement se propose dès lors de modifier la législation sur le financement des partis politiques afin de garantir un pourcentage de 40% du sexe sous-représenté sur les listes de candidats à partir des prochaines élections législatives. Un système échelonné de sanctions est également prévu en cas de non-respect des quotas fixés.

Pour plus d'informations sur la stratégie du gouvernement : www.mega.public.lu

Campagne d'information et de sensibilisation pour les élections communales en 2017

Afin de promouvoir l'engagement politique des femmes dans la politique communale, le ministère de l'Egalité des chances a lancé sa campagne d'information, et de sensibilisation pour les élections communales de 2017³³. Cette campagne a plusieurs phases successives et sera médiatisée dans les organes de presse et médias audiovisuels luxembourgeois durant les années 2016 et 2017. Dans le cadre de quatre réunions d'information en mai et juin 2016, en présence de la ministre de l'Egalité des chances, du Président du Syndicat des Villes et Communes du Luxembourg (SYVICOL) et de

³² <http://www.mega.public.lu/fr/actualites/2014/09/presse-strategie-decision/index.html>

³³ <http://votezegalite.lu/>

conseillères et conseillers communaux dans les localités de Marnach, Consdorf, Dudelange et Steinsel, des idées ont été développées afin d'inciter plus de femmes à participer activement dans la vie politique locale.

Autres activités :

Conférence « L'Égalité dans la prise de décision politique et économique » à Mondorf-les-Bains – 15 et 16 octobre 2015³⁴

Dans le cadre de la Présidence Luxembourgeoise du Conseil de l'Union Européenne, le ministère de l'Égalité des chances et le Conseil National des Femmes du Luxembourg avaient organisé les 15 et 16 octobre 2015 une conférence internationale au sujet de « L'Égalité dans la prise de décision politique et économique » au Domaine Thermal de Mondorf-les-Bains. Étant donné que la participation équilibrée entre femmes et hommes dans les processus de décision politique et économique reste une des grandes faiblesses en matière d'égalité au sein de la majorité des États membres de l'Union européenne, le Luxembourg avait choisi ce sujet comme une des priorités de son programme de la Présidence.

Concernant la prise de décision politique au sein de l'Union européenne, les hommes détenaient en 2012 plus que trois quarts des postes ministériels, même si on peut constater des écarts considérables entre les différents pays. L'image est pareille au niveau de la représentation des femmes dans les parlements nationaux, où on peut enregistrer des améliorations même si elles restent modestes. Avec un ratio 1/3 – 2/3 en faveur des hommes, la situation est légèrement meilleure au niveau régional. Toutefois, la domination des hommes persiste dans les assemblées régionales.

En ce qui concerne la prise de décision économique en général, et la participation dans les conseils d'administration en particulier, la moyenne des femmes s'élève à 16 % en 2012 avec une amélioration de 6 % par rapport à 2005. En 2012, uniquement six pays de l'Union européenne ont atteint un taux égal ou supérieur à vingt pour cent. L'objectif des deux après-midi de conférence est d'évoquer et de discuter avec des experts nationaux et internationaux les différentes stratégies appliquées en Europe et au Luxembourg pour promouvoir la participation des femmes dans la prise de décision politique et économique.

Le 15 octobre 2015, la conférence était consacrée à l'« Égalité dans la prise de décision politique » et introduite par Mme Lydia Mutsch, ministre de l'Égalité des chances. Par la suite, Mme Virginija Langbakk, Directrice du European Institute for Gender Equality (EIGE) de Vilnius avait prononcé une Key Note au sujet « Le (dés)équilibre dans la prise de décision : qui tient les rênes ? ». L'après-midi était clôturée par une table-ronde au sujet de « L'Égalité entre femmes et hommes dans la prise de décision politique » avec la participation de Mme Viviane Loschetter, Présidente du Groupe parlementaire « Déi Gréng », Mme Petra Meier, Professeure à l'Université d'Anvers, Directrice du Policy Research Center on Equality Policies, M. Alex Bodry, Président du Groupe parlementaire LSAP, Mme Sylvie Andrich-Duval, Membre du Groupe parlementaire CSV et M. Lex Delles, Membre du Groupe parlementaire DP et Bourgmestre de la commune de Mondorf-les-Bains. La table-ronde était animée par Mme Christiane Kremer, journaliste RTL Radio Lëtzebuerg.

Le 16 octobre 2015, la conférence était consacrée au sujet de l'« Égalité dans la prise de décision économique » et introduite par Mme Claude Wolf, Présidente du Conseil National des Femmes du Luxembourg (CNFL). Par la suite, Mme Annie Cornet, Professeure à l'Université de Liège (HEC), Responsable de l'Unité de recherche EGID Etudes sur le genre et la diversité en gestion prononçait

³⁴ <http://www.mega.public.lu/fr/actualites/2016/06/conference-15-16-10-2015/index.html>

une Key Note sur le sujet « Impliquer les femmes dans la décision économique : une stratégie gagnante ! ». Une table-ronde au sujet de « L'Égalité entre hommes et femmes dans la prise de décision économique » réunissait Mme Evelyn Regner, Députée PSE au Parlement européen et Rapporteuse de la proposition de directive « Women on boards », M. Luc Verbeken, CEO de ING Luxembourg, Mme Christiane Wickler, Présidente de la Fédération des Femmes Cheffes d'Entreprise au Luxembourg (FFCEL), M. Yves Elsen, CEO de HITEC et Mme Denise Steinhäuser, BGL BNP Paribas. La table-ronde était modérée par Mme Josiane Eippers (ADT Center). M. Heiko Maas, Ministre de la Justice de la République Fédérale d'Allemagne avait évoqué dans son discours l'approche allemande en matière d'égalité dans la prise de décision. Le mot de clôture était prononcé par Mme Lydia Mutsch, ministre de l'Égalité des chances.

Groupe ciblé: Femmes – Hommes, Filles - Garçons

Objectif 5.

Intégrer dans toutes les politiques et dispositions une démarche soucieuse d'égalité entre les femmes et les hommes

Changements politiques :

PLAN D'ÉGALITÉ DES FEMMES ET DES HOMMES 2015-2018 « FAIRE DE L'ÉGALITÉ ENTRE HOMMES ET FEMMES UNE RÉALITÉ »

En mai 2015, la ministre de l'Égalité des chances a présenté le Plan d'égalité des Femmes et des Hommes pour la période allant de 2015 à 2018. Le gouvernement a fait de l'égalité des femmes et des hommes une de ses priorités politiques en déclarant au préambule du programme gouvernemental 2014 que « efficacité, efficacité, durabilité, cohésion sociale et égalité des chances sont les principes directeurs qui caractérisent l'action du gouvernement ». Par le plan d'action, le gouvernement s'engage à promouvoir l'égalité entre les genres dans tous les domaines et à tous les niveaux de la société. Il a été établi sur plusieurs bases, à savoir le programme gouvernemental de 2013, les principales conclusions de l'évaluation scientifique du Plan d'égalité des femmes et des hommes 2009-2014, les priorités politiques du ministère de l'Égalité des chances ainsi que les priorités politiques identifiées en matière d'égalité des femmes et des hommes par les autres départements ministériels.³⁵

Autres activités :

Actions, campagnes et mesures

Notons finalement que le ministère de l'égalité des chances gère depuis longtemps des mesures et des actions promouvant l'égalité entre femmes et hommes dans chaque domaine de la vie. À ce titre, il y a lieu de relever le programme des « ACTIONS POSITIVES »³⁶ en coopération avec les sociétés privées, administrations publiques et communes.

Les entreprises du secteur privé, les départements ministériels, les administrations publiques et les administrations communales soucieuses de créer une égalité de fait au sein de leur organisme peuvent décider de participer au programme pour réaliser un projet d'actions positives.

Ils en feront la demande auprès du ministère de l'Égalité des chances qui chargera un bureau d'experts externes de réaliser une enquête de satisfaction auprès de l'ensemble du personnel, et d'effectuer l'analyse des données et des informations recueillies.

³⁵http://www.mega.public.lu/fr/publications/publications-ministere/2015/pan-egalite-2015/06244_Broch_Plan_Egalite_Femmes_Hommes_2015-2018_04-2015-Web.pdf

³⁶ <http://www.mega.public.lu/fr/travail/programme-actions-positives/index.html>

Le programme permet ainsi aux participants de réaliser leur projet en fonction des besoins identifiés, et de développer leur plan d'actions à partir des propositions de mesures basées sur les résultats de l'analyse effectuée.

Le ministère de l'Égalité des chances dispose finalement d'une cellule « Relations publiques » qui développe des campagnes, organise des conférences et d'autres pour promouvoir de l'égalité des chances entre femmes et hommes. Le ministère de l'Égalité des chances veille d'être présent à chaque événement qui rassemble des publics cibles potentiellement intéressés et concernés par des questions d'égalité, comme p.ex. lors de la Foire de l'étudiant.

Groupe ciblé : Femmes – Hommes, Filles – Garçons

COUNTRY: MALTA

Objective 1. Combating Gender Stereotypes and Sexism

NCPE is working on a set of initiatives³⁷ (Jan 2016 – December 2017) to raise awareness on the importance of men's role in gender equality; breaking down stereotypes tied to traditional gender roles; highlighting the benefits of sharing family and domestic responsibilities through the uptake of various incentives by women and men; and an overall increased awareness of the various types of family friendly measures and the benefits and responsibilities of making use of such initiatives.

- An online social media campaign, combined with a roving exhibition van visiting post-secondary and tertiary educational institutions will raise awareness on gender equality, equal economic independence, the sharing of domestic duties and care responsibilities, and the importance of the creation of balance between work and private life.
- Students aged 14-16 will be sensitised on the topic through a drama activity entitled 'Theatre in Education', with the aim of challenging notions tied to traditional roles of men and women.
- Training will be provided to employers with the aim of providing information on family-friendly measures and provide a space where both the benefits as well as the obstacles of offering FFM to the employees are discussed.
- Employers will also benefit from a Business Breakfast in order to discuss family friendly measures (FFMs) and flexible working arrangements.
- An event for post-secondary and tertiary students will be organised on campus, with panel discussions on masculinity vis-à-vis gender equality; questioning the traditional roles for domestic tasks; the benefits and obstacles of sharing domestic tasks.
- An event for the general public will be organised with the aim of counteracting the stereotypical notions that exist in the Maltese language.

NCPE provides regular training on gender equality issues. Some groups that received training in 2016 were asylum-seekers, students, and employees and management in both the public and private sectors. The main themes covered:

- Maltese equality law
- Definitions of direct and indirect discrimination as well as sexual harassment
- Preventing and addressing discrimination and sexual harassment
- Avoiding Stereotypes
- Gender mainstreaming

In June 2016, NCPE issued a Press Statement expressing its concern with regards to the objectification of women's bodies in the media. NCPE stated that the pervasive sexualisation of women and girls in media representations reinforces the stereotype that a woman's value is determined by her physical appearance and that women's primary role is that of pleasing men. This correlates with unequal relations in society and has a direct adverse impact on women's equal participation in all spheres of life as well as sexual harassment. The Press Statement is available on: https://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2016/Press%20Statement_Objectification%20of%20women%20in%20the%20media.pdf

³⁷ These initiatives are carried out as part of the EU co-funded project 'Equality Beyond Gender Roles' JUST/2014/RGEN/AG/GEND/7785.

NCPE participates in TV and radio programmes and publishes written articles and contributions in the press and online, including NCPE's social media and website, to raise awareness on various topics related to gender equality. In particular, NCPE addresses topics such as equality in employment; violence against women; sexual harassment; gender stereotypes; and more.

Objective 2.

Preventing and combating violence against women

On 8 March 2016, the government launched a process towards an overhaul of the legislation regarding domestic violence and violence against women and girls³⁸. This holistic reform aims at strengthening the Commission on Domestic Violence; addressing gender-based violence effectively; enhancing the legislative framework in relation to prosecution of perpetrators of domestic violence; and ensuring that national laws are in line with the Istanbul Convention³⁹.

In December 2015, NCPE concluded a set of initiatives⁴⁰ that were aimed at raising further awareness on different forms of violence against women and girls, as follows:

Research studies:

- *Female Genital Mutilation in Malta – A Research Study* providing an in-depth analysis on this topic, as well as findings of a qualitative research with stakeholders and communities at risk, alongside an overview of promising practices carried out in various countries to combat female genital mutilation. This study is available on:

https://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Forms%20of%20Violence/Report%20-%20FGM.PDF

Following this research, a leaflet on FGM for healthcare professionals and another one (in various languages) for migrant women were developed: https://ncpe.gov.mt/en/Pages/Projects_and_Specific_Initiatives/Forms_of_violence_in_Malta_a_gender_perspective.aspx

- *Research Study on Violence on Older Women and Men – A Qualitative Perspective* examining different forms of violence in various settings; and addressing the factors and consequences of such violence from a gendered perspective. This study is available on:

https://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Forms%20of%20Violence/Report%20-%20Violence%20Elderly.pdf

A Guide for professional persons working with older persons on the prevention and intervention in cases of violence or abuse on older women and men was developed: https://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Forms%20of%20Violence/Guide%20for%20Professionals%20and%20Personnel%20working%20with%20older%20women%20and%20men.pdf

A poster was also developed on this subject:

https://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Forms%20of%20Violence/Elderly%20Poster.pdf

- *Research Study on Violence, Harassment and Bullying in Schools – A Qualitative Perspective* analysing how these forms of violence affect girls and boys; the needs of the victims; risk factors that may trigger these forms of violence; and the structures that are in place to assist victims. This study is available on:

³⁸ http://socialdialogue.gov.mt/en/Pages/Media/Press_Releases/PR160860.aspx

³⁹ http://socialdialogue.gov.mt/en/Pages/Media/Press_Releases/PR-160491.aspx

⁴⁰ These initiatives were carried out as part of the EU co-funded project *Forms of Violence in Malta – A Gender Perspective JUST/2012/PROG/AG/VAW*.

https://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Forms%20of%20Violence/Report%20-%20Violence%20Schools.pdf

A poster on the subject was developed to raise further awareness: https://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Forms%20of%20Violence/Bullying%20Poster.pdf

Awareness-raising initiatives and training:

- Training was provided to: multidisciplinary professionals who may encounter victims or perpetrators of violence in their work; as well as legal experts tackling the subject of violence against women and girls, and gender-based violence.
- Two sets of video clips were developed: 5 clips to promote zero tolerance to violence against women (with more than 47,000 views till August 2016); and 6 video clips on violence, harassment and bullying in schools, and among children and youths (with more than 63,000 views till August 2016).

https://ncpe.gov.mt/en/Pages/Projects_and_Specific_Initiatives/Forms_of_violence_in_Malta_a_gender_perspective.aspx

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Objective 3.

Guaranteeing Equal Access of Women to Justice

In May 2016, NCPE's remit was extended as per Legal notice 173/2016 – *Exercise of Rights Conferred on Workers (Freedom of Movement) Regulations*. Persons who feel that they have encountered or are encountering obstacles to exercise, or have had or are having their right to free movement restricted without justification can file a complaint with NCPE's Commissioner.

In December 2015, Malta ratified Protocol 12 of the European Convention on Human Rights. This Protocol extends the Convention's non-discrimination Article to a right in itself, thus guaranteeing protection from discrimination from any public authority. We are therefore raising the bar within our society and ensuring that all citizens are treated equally by public authorities. This Protocol entered into force on the 1st April 2016⁴¹.

In order to strengthen the human rights and equality framework in Malta, the Government embarked on a process to restructure current legislation regulating the sector. On 10 December 2015, the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties presented drafts of the Bills towards a *Human Rights and Equality Commission Act* and the *Equality Act* during a public seminar. NCPE gave its input to these Bills and underlined the importance of having a Human Rights and Equality Commission with adequate enforcement powers in the spheres of human rights and equality. NCPE also stated that the Equality Act should extend protection against discrimination to more spheres of life and increase the number of grounds on which discrimination is prohibited.

To further strengthen the LGBTIQ legal framework, the *Affirmation of Sexual Orientation, Gender Identity and Gender Expression Bill* was presented for public consultation in December 2015. This Bill prohibits the performance of conversion practices on individuals, with particular attention on vulnerable individuals. This is another step forward to protect individuals from dangerous and discriminatory practices⁴².

⁴¹ http://socialdialogue.gov.mt/en/Pages/Media/Press_Releases/PR152861.aspx

⁴² http://socialdialogue.gov.mt/en/Pages/Media/Press_Releases/PR152855eng.aspx

In July 2015, the Government launched the Maternity Leave Trust to which employers contribute to finance the first fourteen weeks of maternity leave, according to the number of employees, irrespective of their gender⁴³. Thus, the maternity leave in the private sector is no longer paid directly by the respective employers, but is paid by this trust instead. This measure is thus aimed at challenging discrimination against women during recruitment, whereby women may be treated unfairly due to pregnancy or potential pregnancy in light of the expenses incurred by the respective employer for payment of maternity leave.

NCPE continued raising awareness on the rights related to equality and non-discrimination to empower victims and potential victims of discrimination to report their cases. NCPE's Commissioner can investigate complaints of alleged discrimination on the grounds of family responsibilities, sexual orientation, age, religion or belief, racial or ethnic origin, or gender identity, gender expression or sex characteristics in employment, education or vocational training, and in banks and financial institutions; as well as on the grounds of gender and race or ethnic origin in the access to and supply of goods and services.

A milestone in relation to the investigation of complaints was reached in 2015, whereby NCPE's Commissioner concluded an investigation which determined the occurrence of gender discrimination in the wage of a female employee. Following the opinion issued in relation to this complaint, in 2016, NCPE was informed that negotiations between employer and employee (complainant) resulted in a substantial increase in salary when compared to her male counterparts. *Further information on this case is available on NCPE's 2015 Annual Report on:* https://ncpe.gov.mt/en/Documents/Our_Publications_and_Resources/Annual_Reports/NCPE%20AR%202015.pdf

In December 2015, NCPE concluded a set of initiatives⁴⁴ that sought to continue developing a culture of rights as well as strengthening NCPE's public profile by targeting the critical mass within public administration, local councils, NGOs and social partners. As part of this project, research was carried out as follows:

- *Equality Bodies' Good Practices in the Field of Non-Discrimination*: analysing the challenges encountered by equality bodies (including underreporting of cases of discrimination; lack of knowledge of rights etc.), and highlighting good practices in relation to the work of equality bodies. This study is available on: https://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Developing_a_culture_of_rights/Research_Equality_Bodies.pdf
- *Mapping Study Report*: Through transnational partners' co-operation with the Ombud for Equal Treatment (Austria) and the Equality Commission for Northern Ireland, a mapping exercise reviewed NCPE's operational strategies in comparison to those adopted by these partners. This exercise outlined formal and informal working processes utilised to implement the respective EU and national obligations, including the investigation of complaints of alleged discrimination. This study is available on: https://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Developing_a_culture_of_rights/Mapping_Report.pdf

⁴³ Legal Notice 257 of 2015. Trust and Trustees (Maternity Leave Trust) Regulations, 2015.

⁴⁴ These initiatives were carried out as part of the EU co-funded project *Developing a Culture of Rights through Capacity Building ESF 4.220*.

Objective 4.**Achieving balanced participation of women and men in political and public decision-making**

NCPE drafted a paper on women in politics and gender quotas with the scope of analysing the possible introduction of gender quotas within the Maltese context and providing recommendations to address the under-represented sex in decision-making. The paper will be presented to NCPE's Commission members for discussion and follow-up.

In December 2015, NCPE concluded a set of activities with the aim of empowering more women to participate in decision-making positions⁴⁵:

- Two research studies providing findings and recommendations that can be utilised by policy makers to improve the gender balance in decision-making positions: One analysing the gender-balanced representation in decision-making in various fields and what is hindering this balance; and another one on gender quotas and related measures that enhance the gender balance in the boardrooms and gender electoral quotas. The studies are available on: https://ncpe.gov.mt/en/Pages/Projects_and_Specific_Initiatives/Gender_Balance_in_Decision_Making.aspx
- The Directory of Maltese Professional Women is aimed at giving further visibility to professional women and their competences. This online database is a user-friendly tool that can be used by employers, and other stakeholders, seeking qualified professional women to be appointed on decision-making boards or committees in different fields.

Throughout 2016, more professional women registered on the Directory. NCPE continues to raise awareness on this tool through its website, social media, newsletter, articles in newspapers and participation in programmes on the media. By end of July 2016 the Directory listed two hundred thirty-three profiles of professional women. It can be accessed on: <http://ncpe.gov.mt/en/Pages/Directory/Search.aspx>

- A mentoring programme empowered thirty women to participate in decision-making positions. They were guided and supported by professionals who occupy high-level jobs to acquire the necessary knowledge and skills. Mentees reported that this programme was beneficial to their professional lives. It provided them with new insights and further prospects for their career advancement, as well as personal skills and competences in relation to decision-making. Some mentees reported positive career progression as a result of this experience.

Following this mentoring programme, NCPE also held a workshop to explore the possibilities to follow-up or develop further mentoring programmes.

⁴⁵ These activities were carried out as part of the EU co-funded project *Gender Balance in Decision-Making ESF 3.196*.

Objective 5.
Achieving gender mainstreaming in all policies and measures

In 2016, NCPE delivered training sessions to explain the concept of gender mainstreaming as well as to provide tools and practical examples for the development of an effective gender mainstreaming strategy. It also gave training to public administration employees on the reporting obligations as per Government policy⁴⁶ requesting departments/entities to submit an annual report on the measures taken and the progress achieved in the sphere of gender equality and mainstreaming. Meetings with individual entities/ departments to assist them in their gender mainstreaming efforts were also carried out on request.

NCPE received 93 gender mainstreaming reports from different departments/entities and is currently carrying out an analysis of the information received. Based on this analysis, NCPE will prepare a report for the attention of the Permanent Secretary on the situation with regards to gender mainstreaming in the public sector.

NCPE has also strengthened the reporting procedure by simplifying the template utilised for this reporting requirement.

Furthermore, in its input to draft national policies and measures NCPE always emphasises the importance of gender mainstreaming all government policies and actions so that these address the concerns and experiences of women, men, girls and boys from different groups in society.

MAIN CHALLENGES:

Stereotypes on the traditional roles of women and men in society constitute a main challenge towards the achievement of gender equality. NCPE is relentlessly committed to work to prevent and combat such stereotypes in different spheres, including employment, education, the family, the uptake of caring responsibilities and family friendly measures, decision-making positions, interpersonal relationships amongst others. The measures and initiatives delineated above are implemented with the intent of promoting and safeguarding equal opportunities between women and men, and combating stereotypes, in the respective spheres.

As specified in Objective 3 above, NCPE carried out the study *Equality Bodies' Good Practices in the Field of Non-Discrimination* that analysed the challenges faced by equality bodies across the EU Member States in their work. Some of the challenges mentioned include: underreporting of cases of alleged discrimination; lack of knowledge on rights; challenges in the engagement of equality bodies with key players; lack of commitment towards equality by stakeholders; awareness raising on complex matters; carrying out sensitive research and investigating complaints on multiple grounds. This study also delineates recommendations and good practices carried out by equality bodies in the sphere of non-discrimination. The study is available on:

https://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Developing_a_culture_of_rights/Research_Equality_Bodies.pdf

ADDITIONAL COMMENTS:

The Government is also committed to further safeguard equal treatment for trans, gender variant and intersex persons:

⁴⁶ OPM Circular 15/2012 – *Gender Mainstreaming in Practice*.

- *Trans, Gender Variant & Intersex Inmates Policy* was launched to ensure that all inmates are treated fairly and without discrimination or harassment on the grounds of gender identity, gender expression and/or sex characteristics⁴⁷; and
- Introduced gender neutral toilets within all ministry buildings⁴⁸.

During 2016, seven organisations were certified, and another nine organisations were re-certified, with the Equality Mark. The Equality Mark is awarded to companies that truly foster gender equality in their work policies and practices by implementing measures that go beyond what is required by legislation. Companies are assessed according to set criteria and provided with the necessary assistance to strengthen their commitments in this sphere. By end-July 2016, there were 64 certified organisations with over 16,150 employees working in certified conditions.

Further information on the Equality Mark is available on:

http://ncpe.gov.mt/en/Pages/The_Equality_Mark/The_Equality_Mark.aspx

⁴⁷ http://socialdialogue.gov.mt/en/Pages/Media/Press_Releases/PR161790.aspx

⁴⁸ http://socialdialogue.gov.mt/en/Pages/Media/Press_Releases/PR161534.aspx

COUNTRY: REPUBLIC OF MOLDOVA

Objective 1. Combating Gender Stereotypes and Sexism

Legislative Changes: In April 2016, the Parliament of Republic of Moldova adopted amendments for the following legislative acts:

Press Law: Provisions were included whereby periodicals and press agencies were required to use non-sexist language and to present images of women and men in terms of equal rights in public and private spheres of life.

Law on Publicity/Advertising: Sexist criteria, noting that such type of advertising is prohibited was included in the concept of inappropriate advertising.

Audiovisual Code: Completed with notions of sexist advertising and stereotype, provisions that prohibit the use of sexist language and violent and degrading images of women and men in media products.

Contravention Code: Completed with a rule to penalise presentation, production and dissemination of sexist advertising.

Other activities:

- During 2016, the Ministry of Labour, Social Protection and Family, in partnership with the Association of Advertising Agencies of Moldova, Independent Press Association, with the support of United Nations Entity for Gender Equality and Women Empowerment (UN Women), financially supported by the Swedish Government organised, during the period July-September, four events on the topic of *"Sexism: Prohibited Area. How to adopt correct decisions on advertising?"*. One more round table will take place before the end of 2016, with the support of one international expert in the communication field.

Representatives of the Central Public Authorities, business sector and international organisations working in the context of development, promotion and placement of different types of advertising participated in these round tables.

- Within the UN Programme "Women in Politics", the project to support the media in ensuring gender equality, implemented by the Association of Independent Press (API), during a period of eight months (September 2015 – May 2016), a self-assessment was conducted of media institutions from a gender dimension perspective. Also, within the project platform four round tables were organised in which the results/outcomes of the assessment, the quality of journalism products and the internal and external constraints which influence gender messages transmitted by national and local media institutions were discussed. In this assessment exercise 30 media institutions (TV and radio stations/channels, websites/portals, press agencies, newspapers), participated, and during the round tables approximately 140 journalists, representatives of NGOs and public employees were trained

<http://www.api.md/>

- Following the initiative of the Association of Independent Press (API), a database with women experts in various areas – social policies, entrepreneurship, informational security, education, health, combating violence, human rights, etc. was developed and published on the website under "Media for gender equality". <http://www.api.md/news/view/ro-mass-media-pentru->

egalitatea-de-gen-api-a-publicat-o-baza-de-date-a-expertelor-in-diferite-domenii-1284

- In the same column, "Media for gender equality" the best photos were published from the photo contest organised within the UN Programme "Women in Politics", "Equality through the lens". <http://api.md/page/ro-286>.

- 28 photo exhibitions throughout the country on topic "*Women and Men seen through photographers' lens: realities and inspirations.*" Over 1,600 people participated in a dialogue on gender stereotypes.

<http://coderi.net/profile-map/index-ro.html>

- The Association of Independent Press (API) and UN Women launched an appeal to all the editors of media institutions in the Republic of Moldova to commit to "Media for gender equality" and to sign individual commitments during the public event on the topic "Gender equality and media: a challenge for Moldova", held on 19 September 2016. The commitment was signed by 32 media institutions as a result of the gender self-assessment exercise.

<http://www.api.md/news/view/ro-32-de-institutii-mass-media-au-semnat-un-angajament-de-promovare-a-egalitatii-de-gen-in-produsele-jurnalistice-1301>

- Also, MLSPF, in partnership with the Association of Advertising Agencies of Moldova, with the support of the "Women in Politics" Programme, contributed to realising the following activities:
 - The analysis of the current situation in Moldova on legal provisions regarding the press and inadequate advertising through gender perspective.
 - The development of proposals for institutional mechanisms of co-operation with advertising agencies for promotion and placement of publicity, based on international experience.
 - The development of the Guide of assessment of sexism in advertising.
 - The organisation of public consultations with various actors in the field, ministries and central public authorities, advertising agencies, press agencies for discussion of the regulation of organising and functioning of the Expertise Council in the advertising field.

Target Groups:

- media institutions (TV and radio channels, websites/portals, press agencies, newspapers).
- public employees from press divisions of the ministries.
- non-governmental sector and experts;
- business sector and international organisations working in the context of development, promotion and placement of different types of advertising.

Objective 2.

Preventing and combating violence against women

Legislative Changes: In July 2016, the Parliament adopted the draft law on prevention and combating domestic violence, providing amendments and additions for approximately 11 legislative acts. The draft law on amending and supplementing some legislative acts was developed based on the report of compatibility of national legislation with the provisions of Istanbul Convention, prepared by Women's Law Centre in 2013.

Among the most innovative aspects of the draft law, we can mention the following:

- Improving the mechanism of victim protection through a new institution called “emergency restriction order, which is a temporary measure for protection of domestic violence victim, applied by police officers immediately, for a period of up to 10 days, through which takes place the immediate removal of the aggressor from the household and are established prohibitions provided by law, in order to prevent the recurrence/committing violent acts, thus ensuring safety for the victim and family members in their home”;
- Establishing a new contravention according to provisions of Article 78¹ “Acts of persecution”, which involves repeated persecution of a person, to whom was caused anxiety, fear for personal safety or safety of the close relatives, being constrained to change their conduct of life, committed by stalking, contacting or trying to contact the person by any means or through any other person;
- Expanding the circle of subjects referred to in art. 133¹, Criminal Code “Family member” by including “people in relationships like those between spouses (cohabiting) or between parents and children in the condition of cohabiting and respectively the relatives and direct in-laws relatives, ex-spouses and persons who have been in relationships like those between spouses (cohabiting), in separate habitation”;
- Setting up a web page on preventing and combating domestic violence, in order to provide access to information regarding the mechanism of solving domestic violence cases, the infrastructure of social services available for victims of domestic violence and aggressors;
- Establishing a free phone support service, which provides counselling to callers 24/7 on prevention of domestic violence and services available for subjects of domestic violence;
- Expanding the spectrum of rights for victims of domestic violence through: establishing the right for a financial compensation from state for the damage caused by this crime, under the conditions established by law;
- Reporting from specialists in the field of domestic violence cases, only with the consent of the victim, except the cases when victims of domestic violence are minors, with high degree of vulnerability or were committed serious acts of violence.

Other activities:

With the support of UN Women:

- A series of meetings and workshops were organised with survivors, VAW service provider, Local Public Authorities, as well as other community members to discuss and develop prototypes for community based on innovative work to EVAW. As a result, four different prototypes were developed to work with positive champions among survivors, police and perpetrators and community mobilisation in four districts was initiated. The activities developed under this mentioned prototypes are as follows:

Prototype 1: Two capacity building seminars (ToT) for four women survivors of domestic violence (positive champions) took place. They support approximately 240 women victims of domestic violence from 24 localities from the Drochia district, in accessing specialised services aimed at eliminating the consequences of violence, and being motivated by the experience of the positive champions.

Prototype 2: Training for three moderators (for facilitating the work within the community), three survivors (positive champions) and three volunteers (young boys 15-18 years old). With the support of the trained team (moderators, survivors and volunteers) 240 women and girls, victims of domestic violence from Causeni city and two villages from Causeni district, will be empowered to overcome domestic violence.

Prototype 3: 18 women survivors of domestic violence will be identified, by one service provider, in the city of Chisinau and its suburbs, who will openly speak about their story, including within the 16 days of activism against Gender-based Violence campaign.

Prototype 4: The creation of positive scenarios of the intervention of five police officers in preventing and combating violence against women and girls; two training sessions for police officers from the Hincesti district with a view to apply positive scenarios. For this purpose, with the support of civil society (Promo Lex) a training workshop for policemen (26 police officers and criminal investigators) was organised in the framework of the project "Promoting best practices and replication of innovative project to prevent and eliminate violence against women".

Target Group: Men and Women, victims, survivors; Policy maker officers , police officers.

Awareness campaigns:

- On 25 February 2016, information and awareness activities were organised by the General Directorate of Public Security of General Police Inspectorate (GPI), together with the National Patrol Inspectorate of GPI and Straseni Police Station, for students of VI to IX classes of Gymnasium in the town of Micăuți, Straseni. The purpose of the activity was to sensitise students about the dangers and consequences of drug use, increasing the awareness of young people with reference to the negative impact of drug use, promoting a healthy lifestyle, free from violence, alcohol and drugs.
- From 8 April to 31 May 2016, awareness activities were organised by employees of General Directorate of Public Security of GPI, jointly with representatives of the Universal Wrestling Federation in Moldova, with students from 13 schools in Chișinău, which were attended by about 1,000 young people, entitled "Preventing physical violence and cases of victimisation in the youth".
- An awareness raising campaign was launched on 15 May by the General Police Inspectorate (GPI) in the context of International Family Day entitled "Prevent violence through art", which ran until June 26. During the campaign "Prevent violence through art", the General Directorate of Public Security of GPI in partnership with representatives of "Promo-LEX", were organised and carried out information and awareness activities on domestic violence prevention in 12 cities. Also, the Police Mobile Centre on Prevention and Information for the public was made available, through which about 2,000 citizens were informed about the mechanisms of enforcement on preventing and combating domestic violence, the role and tasks of the institutions responsible for ensuring public order and security, reporting cases of gender based violence and referral of victims by the competent authorities to solve them.

Target Group: professionals, population, youth.

Capacity-building activities:

- On 24 - 26 May 2016, in partnership with representatives of the Women Law Centre three workshops were organised entitled "Best Practices on response of the police in cases of domestic violence ", attended by 72 police officers and criminal investigators of the General Police Inspectorate from Chișinău. The aim of the workshops was to enhance the skills in identifying, solving and investigating domestic violence, mechanisms for action and protection of victims of domestic violence, referral of cases to other competent authorities in the field and other services of social, psychological, medical and legal assistance.
- Also, 150 police officers and officers of criminal investigation from different districts will improve their skills regarding prompt and efficient investigation of domestic violence cases

and referral of victims to relevant organisations, with the support of the Women Law Centre.

During 2016, the General Police Inspectorate of Ministry of Internal Affairs has signed various collaboration agreements with several partners as follows:

- National Centre for Training, Support, Counselling and Education in Moldova (CNFACEM), for a viable partnership in promoting fundamental human rights and freedoms, particularly focused on preventing and combating domestic violence.
- NGO Promo-LEX, for ensuring continuity of joint activities to prevent and combat domestic violence,
- Women Law Centre, for capacity building activities and referral of domestic violence cases for psychological and legal assistance.

In order to implement legislation on preventing and combating domestic violence, the General Inspectorate of Police, in partnership with the Organization for Security and Co-operation in Europe (OSCE) in Moldova started implementing the concept network of trainers on preventing and combating domestic violence. The purpose of the network of trainers is to increase the quality of permanent trainings for Police officers, empowered with skills to prevent and combat domestic violence, improve access trainers to information and exchange experiences size both related to the content of training, as well as methods of professional and pedagogical use in the formative approach. Later, in the implementation of this concept will be ensured trainings for police officers (public security chiefs, heads of police stations, heads of local police stations, Lead inspectors of Prevention Services, criminal investigators, patrol inspectors and other competent employees). Therefore, in the context of achieving the mentioned concept, it is planned to organise three workshops for training of trainers in preventing and combating domestic violence, lasting two consecutive days for each workshop:

- Workshop I (27- 28 September 2016) - psychosocial aspects and psychological profile of the victim and the aggressor;
- Workshop II (4-5 October 2016) - Police effective intervention in dealing with domestic violence;
- Workshop III (11-12 October 2016) - Methodology and pedagogy techniques.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Other activities

Within the project of Council of Europe "Facilitating access of women to justice in five countries of the Eastern Partnership (Armenia, Azerbaidjan, Georgia, Republic of Moldova and Ukraine), the following activities were held:

- A study on "Barriers, remedies and best practices on women's access to justice in Moldova" was conducted. The results of the study were presented during the Meeting of the Inter-ministerial Co-ordinating Council, co-ordinated by MLSPF, members of which are representatives of ministries and agencies with competencies in the field of preventing and combating domestic violence, General Prosecutor's Office, representatives of NGOs active in the field, International Organisations (UN Women, UNFPA, IOM), specialised services providers.
- The national experts have participated in the events organised in those five countries taking part of the project, with the purpose of developing of the manual for continuous training for judges and prosecutors,

- During the year, two training seminars were held with the topic “Equal access of women to justice”, by the National Institute of Justice,
- On 24-25 of October, the Regional Conference “Strengthening judicial capacity in order to improve women’s access to justice”, in Chisinau will be organised the by the National Institute of Justice.

With the support of US Embassy to the Republic of Moldova and the OSCE Mission in the Republic of Moldova, in partnership with the National Institute of Justice and Service of State Guaranteed Legal Assistance, the Women Law Center is carrying out trainings for 175 judges, prosecutors (75 specialists have been trained) oriented at better understanding of the dynamics of violence cases, providing a consolidated knowledge of the legal framework, international standards and good practices on efficient intervention on bases of multidisciplinary approach.

Target Group: Lawyers, prosecutor officers, attorneys, policy-makers.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes

In April 2016, the Parliament adopted amendments to the following legislation acts:

- The Law regarding the Government – have been included provisions that comply with the minimum rate of representation of 40% for both sexes, in the composition of Government formation.
- Election Code – have been included requirements with reference to the lists of candidates for parliamentary and local elections, which will be drafted in compliance with the minimum rate of representation of 40% for both sexes. If the candidate does not submit the list according to the cote of 40%, the registration of the list will be refused by the election body.
- The Law regarding political parties was complemented with a rule of corroboration of the Law on Ensuring Equal Opportunities between women and men, namely:
 - Political parties are obliged to contribute in ensuring equal rights and opportunities between members women and men, respecting the minimum rate of representation of 40% for both sexes at:*
 - a) *ensuring representation in governing bodies;*
 - b) *representation of women and men in the candidates lists without discrimination based on sex criteria.*

Policy Changes

The Government Decision on the approval of the Strategy for ensuring equality between women and men in Republic of Moldova for 2017-2022 was drafted.

The new Strategy is an effective tool to co-ordinate and mobilise the efforts of the governmental actors, civil society and development partners in addressing gender perspective in all policies and fields and to demonstrate the commitment to the world to promote and ensure gender equality agenda. The purpose of the Strategy is to empower women and to achieve *de facto* equality between women and men in Republic of Moldova. The main objectives of the Strategy are to ensure complex approach of equality between women and men through women’s participation in decision-making, strengthening the institutional mechanism of ensuring gender equality, combating stereotypes in society and promoting non-violent communication and ensuring gender equality in

security and defence sectors. At the moment, the draft strategy is in the process of public consultation.

Other activities

- During 2016, 12 public consultations were held, organised by UN Women, with the focus groups: students, lecturers, women with career in politics, military women, Roma women, media editorials, in which were addressed topics with direct impact on the new Strategy for ensuring equality between women and men: feminization of the educational system, women in decision-making, applicability of the positive deviance and social innovation in eliminating violence against women, media role, peace and security. Moreover, five public consultations were held with the participation of relevant ministries (Ministry of Health, Ministry of Education, Ministry of Defence, Ministry of Internal Affairs, Ministry of Economy), on the areas addressed in the Strategy.
- Capacity-building activities with the support of UN Women:
 1. Capacity-building Programme for women councillors:
 - Two-stage training programme for a total of 260 participants (86% women, 14% men) from 24 districts; Variety of topics covered: gender-responsive local governance and budgeting, communication and advocacy techniques, partnership development, fundraising, roles and responsibilities of local councils, etc.
 - Mentorship Programme for 27 Women Councillors: 12-month pioneering mentorship programme ("INSPIR-O!"), launched in September 2015.
 2. Capacity building of Women Mayors - 10 planned round tables in 2016r) in nine localities (out of 18, which includes capacity building component and exchange of positive experience).
 3. Capacity-building programme for women from underrepresented groups:
 - three planned training modules in 2016 for women from underrepresented groups;
 - Summer school on women's empowerment and gender equality for young Roma.

Target Group: Women Mayors, Women Councillors, young Roma girls and boys, women with disabilities.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes: In 2016, the Ministry of Labour, Social Protection and Family continued its efforts to harmonise national legislation to Community legislation of the European Union, namely the EU Directives in the field. Thus, according to the National Action Plan for implementing Association Agreement Moldova-European Union in the period 2014-2016, Chapter 4: Employment, social policy and gender equality, was initiated the procedure to harmonise national legislation to provisions of 3 EU Directives (Directive 2004/113 CE of the Council from 13 December 2004, Directive 2006/54/CE of the European Parliament and the Council from 5 July 2006, Directive 92/85/CEE of the Council from 19 October 1992), in the field of employment, social policy and gender equality.

Policy Changes: Amendments were made to the Labour Code in order to include paternity leave. Thus, in accordance with the new provisions, the father of the new-born child can benefit from paternity leave of 14 calendar days in the first 56 days from the child birth, receiving a paternity

compensation that cannot be smaller than the amount of the average salary for due period and is paid from the social insurance fund.

Other activities: The Study "Men and gender equality in the Republic of Moldova" was undertaken by the Centre for Investigation and Consultation "SocioPolis", following the request of the Women's Law Center within the Project "IMAGES in Moldova" and is financed by OAK Foundation. The goal of the study "Men and gender equality in the Republic of Moldova" is to identify and understand behaviour, attitudes of men and women, changes which occur in them in order to develop, direct and monitor policies in the sphere of gender equality. The objectives of this survey are as follows:

- Evaluation of current attitudes and behaviour of men regarding various aspects of gender equality (time spent with children, household activities, use of violence, accessing healthcare services, communication/negotiation process with the partner/wife on family issues, sexual relations etc.);
- Comparing attitudes and behaviour of men with those of women on listed issues;
- Analysis of factors which could explain the behaviour and attitudes of men regarding gender equality;
- Evaluation of knowledge and attitudes of men and women, in comparison to the policies on promoting gender equality.

The survey is complex, based on the analysis of the institutional and legal framework, and also on identification of the opinion of population based on quantitative and qualitative sociological research methods.

http://cdf.md/files/resources/96/IMAGES%20Moldova_English.pdf

- On the basis of the study "Men and gender equality in Moldova" a Workshop was held on international good practices: Transformer approach in Gender In 2016, Women's Law Centre, in partnership with the Ministry of Labour, Social Protection and Family and the organisation Promundo, with the support of OAK Foundation, within the workshop were developed a set of recommendations for the draft of the new Strategy on Gender Equality in Moldova, based on the transforming approach in gender and measures of men's involvement in promoting gender equality.
- On 16 November 2016, with the financial support of UNFPA, in partnership with MLSPF a workshop will be conducted focussing on the multi-sectoral response to violence based on gender, in order to present the Regional/International Minimum Quality Standards focused on Gender Based Violence and to facilitate the development/revision of the national standards.
- Activities which were realised with the support of UN Women:
 1. Two training sessions for 40 women migrants, both from Diaspora and returnee, on elaboration of advocacy objectives, and capacity building regarding project writing, leadership and communication, gender responsive budgeting.
 2. An additional session was organised for the Core Group (women migrants) and for the Diaspora members on 18 August and is proposed to be continued in a form of an on-the job-training in order to strengthen the operational capacity of the core group to promote its demands.

Target Group: Men and women, Migrant Women, Moldovan Diaspora members.

MAIN CHALLENGES:

- Having adopted amendments to national legislation come into line with the Community legislation and ensure its harmonisation to European standards in respecting human rights in two fields: equality between women and men and preventing and combating domestic violence.
- To continue the training activities on the segment of gender equality, prevention and combating domestic violence of various focal groups: public servants, NGOs with activities in the field, journalists, advertising producers, women (leaders, Roma, from rural areas, victims of domestic violence, migrants, HIV infected).
- The development of a fruitful partnership between police system and others state stakeholders on preventing and combating domestic violence with civil society organisations related capacity buildings activities and assistance of violence cases.

COUNTRY: MONTENEGRO

Objective 1.

Combating Gender Stereotypes and Sexism

Other activities: The Ministry for Human and Minority Rights regularly provides different kind of training where the topic of Combating Gender Stereotypes and Sexism is included. Training is provided in co-operation with international organisations (UNDP, UN Woman, OSCE, EC) and domestic NGOs.

In April 2016, the Ministry for Human and Minority Rights and the Ministry of Justice, started implementing the IPA 2014 project through an action document "Support for anti-discrimination and gender equality policies".

The action is contributing to the protection, promotion and enforcement of human rights and equal opportunities. It addresses the need for a stronger implementation of the anti-discrimination and gender equality policies and standards, and also aims at enhancing the system of protection of human rights of persons deprived of liberty.

This Action for Gender is being implemented in direct management, through a parallel co-financing modality (UNDP). The total value of the Action is EUR 908,000.00. The EU contribution is EUR 735,000 EUR. The co-financing from Montenegro will be parallel co-financing of UNDP 73,000 EUR and EUR Government of Montenegro 100,000 EUR national co-financing of Montenegro.

Target Group: Training is provided for different target groups (public servants, police representatives, social workers, teachers, students, pupils, representatives of judiciary, journalists, RE population, etc.).

Objective 2.

Preventing and combating violence against women

Legislative Changes: In 2015, the Law on Amendments to the Law on Free Legal Aid, was amended in the part that victims of domestic violence from the Law on Protection from Domestic Violence, and now allows them to be recognised as privileged services - the right to free legal aid - in the same way as victims of criminal acts of domestic violence in the household. It also adopted the Law on Compensation of Victims of Violent Crimes, which victims of crimes of violence in the family, provides for the right to adequate compensation.

Montenegro has acceded to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). After the entry into force of the Convention, Montenegro adopted several regulations aimed at eliminating discrimination against women and established various institutional mechanisms and policies for the promotion of women's rights. For that, it was commended by the CEDAW Committee on the occasion of consideration of the initial report in 2011. Adopted regulations are: the Law on Gender Equality, the Law on Prohibition of Discrimination, the Law on the protector of Human Rights and Freedoms, the Law on Protection from Domestic Violence and Amendments to the Criminal Code etc. Montenegro has sent the Second Period Report on CEDAW, and the same will be presented to the CEDAW Committee in July 2017.

From the moment of the adoption of the Law on Protection from Domestic Violence in 2010, an increased number of reported cases of domestic violence and violence against women was observed. This clearly shows that the law is applied in practice.

This law regulates the duty of the police, misdemeanour organs, state prosecution, centres for social work or other social and child protection, health institutions, as well as other organs and institutions involved in the protection, to provide complete and co-ordinated protection to a victim of domestic violence, and as well regulates the issue of the formation and operation of multi-disciplinary teams and the principles of co-operation.

The protocol between all relevant institutions with the aim of mutual co-operation in cases of domestic violence was signed in November 2011. At the moment, there are 13 multidisciplinary teams within the centres for social work at the local level in accordance with the protocol.

Montenegro is among the first five states signatory to the Istanbul Convention on preventing and combating domestic violence and violence against women. Also, Montenegro was among the first countries to have ratified this Convention.

Deputy Minister chairs the Co-ordinating body for monitoring the Istanbul Convention which was established in 2015.

Policy Changes: A New Strategy for protection against domestic violence from 2016 to 2020 was adopted in December 2015 which involved one measure which analyses the compliance of domestic regulations with the Istanbul Convention.

Other activities: The Ministry for Human and Minority Rights regularly provides different kind of training where the topic of preventing and combating violence against women is included. Training is provided in co-operation with international organisations (UNDP, UN Woman, OSCE, EC) and domestic NGOs.

Within the Programme for Gender Equality IPA 2010, which the Ministry for Human and Minority Rights was implemented in partnership with the UNDP Office in Montenegro and the EU Delegation to Montenegro, the activities were implemented in three areas: prevention of violence against women, women's economic empowerment and empowerment women to participate in political and public life.

In December 2014 an external evaluation of the Programme for Gender Equality was conducted, where it was agreed that the programme has succeeded in all areas, strengthened capacity, improved mechanisms to improve policy and improved conditions for the implementation of the Programme of Action for Gender Equality.

Family violence is the most directly impacted area of the project and has improved the legal framework, awareness raising and co-operation among relevant ministries. Also, serious and high-level co-operation between the relevant government bodies and women's organisations considered the actual effect on the way that the project was designed and implemented.

The implementation of the new project IPA 2014 "Support to anti-discrimination and gender equality policies", includes the issue of combating violence. Numerous activities in this field are predicted over the next three years:

- Define and submit for parliamentary discussions amendments to the Law on Protection from Violence in Family (Goal 1. Strategy on violence in family);
- Conduct independent evaluations of multi-disciplinary team practices and protocol implementation (Goal 2 Strategy on Violence in Family);
- Define procedures for all institutions in the system of protection from violence in family

(SWC, police, judiciary, lawyers, free legal aid and pro bono lawyers, health and education workers, and NGOs) and application of principle of due attention in accordance with international standards and Istanbul Convention (Goal 2. Strategy on Violence in family);

- Conduct learning needs assessment for civil servants and judiciary and lawyers responsible for violence in family cases (Goal 2. Strategy on Violence in family);
- Develop training programmes for civil servants included in multi-disciplinary response to violence in family and based on learning needs assessment findings (Goal 2. Strategy on Violence in family);
- Conduct citizens perception surveys on violence in family (one at the beginning of programme second on the end of programming cycle (Goal 3 Strategy on Violence in Family)
- Conduct research on costs of violence in the family;
- Design educational programme for media on reporting against violence against women and violence in family (Goal 3. Strategy on Violence in family);
- Two assessments of the legal and institutional gaps restricting effective and efficient institutional protection of victims of violence (one at the beginning and one at the end of the action) (Goal 2. Strategy on Violence in family);
- Capacity development programmes/training/study visits for professionals (police, prosecutors, judges, social workers, SOS lines) implementing the Law on Protection from Violence in Family;
- Independent (NGO) monitoring of the institutional response to violence through case studies
- Awareness raising work.

The evaluation of multi-disciplinary team practices and protocol implementation, is in process, as well as research of costs of family violence, survey of the civil perception on family violence. The results will serve as a basis for making a new training programme for the multidisciplinary teams and other stakeholders, and for further policies in this area.

In 2016, the Ministry has signed MoUs with the NGO "Centre for Women Rights" on giving licences to a mutual training programme for judges and prosecutors concerning the prevention and protection of violence against women and family and on implementation of the Istanbul Convention.

Target Group: Training is provided for different target groups (public servants, police representatives, social workers, teachers, students, pupils, representative of judiciary, journalists, RE population etc.).

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes: See the text in additional comments also.

The Amendment on Law on Free Legal Aid was adopted on 2015. The right to free legal aid, without the assessment of financial standing, may be exercised by: 1) a beneficiary of family allowance or any other social care benefit, in accordance with the law governing social and child care, 2) a child without parental care, 3) a person with disability, 4) a victim of the criminal offence involving domestic violence or violence in domestic unit and human trafficking.

Other activities The Ministry for Human and Minority Rights regularly provides different kind of trainings where topic of preventing and combating violence against women is included. Trainings are provided in co-operation with international organisations (UNDP, UN Woman, OSCE, EC) and domestic NGOs.

Target Group Training is provided for different target groups (public servants, police representatives, social workers, teachers, students, pupils, representative of judiciary, journalists, RE population etc.).

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: See the text in additional comments also.

Other activities: The Ministry for Human and Minority Rights regularly provides different kinds of training where the topic of political participation of women is included. Training is provided in co-operation with international organisations (UNDP, UN Woman, OSCE, EC) and domestic NGOs.

Within the Programme for Gender Equality IPA 2010, which the Ministry for Human and Minority Rights has implemented in partnership with the UNDP Office in Montenegro and the EU Delegation to Montenegro, the activities were implemented in three areas: prevention of violence against women, women's economic empowerment and empowerment women to participate in political and public life.

In December 2014 an external evaluation of the Programme for Gender Equality was conducted, where it was agreed that the programme had succeeded in all areas, strengthened capacity, improved mechanisms to improve policy and improved conditions for the implementation of the Programme of Action for Gender Equality.

The European Commission has approved the project "Support to implementation of the Anti-discrimination and gender equality policies in Montenegro" (follow up the programme IPA 2010) which has been implemented since 2016 through the partnership of the Ministry for Human and Minority Rights, Ministry of Justice and UNDP and the Council of Europe. Since the beginning of implementation of the project in 2016, 7 training has been organised for members of all political parties to strengthen women's political participation, strengthening the role of women politicians and strengthen gender equality policies within the political parties.

The survey on the gender mirror in media and the gender policy throughout the work of political parties.

As a result, local elections in Municipality of Tivat in April 2016 had a woman elected to the position of the President of the Municipality, and who was the first on the electoral list of the dominant political party. Several electoral lists included women up to 50%.

Area of Political Empowerment of Women - Project has set gender equality as a political issue at a high level when it comes to programmes of political parties and the establishment of women's groups in almost all parties. 18 representatives of political parties who have been trained have gained new knowledge about gender-sensitive policies and also have acquired skills training other politicians when it comes to the area of gender equality. A process of co-operation on issues of general importance within the Parliamentary Committee for Gender Equality has started. The law that applies to the 30% quota for the underrepresented gender is given a new amendment ensures that every fourth candidate on the party list candidate to be from the under-represented sex. The new amendment to the law has had a major impact on local elections, where the proportion of women has risen from 16.75% to 25.10% and in some municipalities up to 32%. It remains to be seen what will be the result of the next parliamentary elections. The amendment was introduced in March 2014.

Area of Economic Empowerment of Women - Conditions for improving the implementation Action

Plan for Achieving Gender Equality were actually achieved, and the project has developed a series of very specific recommendations in co-operation with civil society and local governments. There are, however, from one municipality to another, differences in the level of local implementation of specific measures to promote women's entrepreneurship. It is also through the implementation of the project it became clear that the key success factors related to raising awareness and political pressure on the local level, combined with small grants to entrepreneurs who have had the opportunity to apply.

Target Group: Training is provided for different target groups (public servants, police representatives, social workers, teachers, students, pupils, representative of judiciary, journalists, RE population etc).

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes: See the text in additional comments also.

The Law on Gender Equality was renewed in 2015, and with this Law the procedure to petition for discrimination was transferred to the jurisdiction of the Protector of Human Rights and Freedoms, thereby creating the full protection of discrimination based on sex.

Policy Changes: The contact persons for gender equality have been appointed, according to the Law on Gender Equality. They represent an important mechanism for the implementation of policies in this area. We have 105 contact persons for gender equality at the national and local level and the majority of them were involved in the drafting of the reports as well as other strategic documents that deal with gender equality. A network of co-ordinators at the local level was also formed and it has 20 members. We have established a new institutional mechanism for the implementation of gender equality policies – National Council for Gender Equality.

The council has 21 members. The Minister for Human and Minority Rights is the head of the council, and it includes 4 representatives from NGOs. The task of the council is to analyse the regulations and policy documents at both national and local level from the gender perspective.

The policy of gender equality at the local level has particularly improved.

The Ministry for Human and Minority Rights, in collaboration with the OSCE signed memorandums of co-operation with all 23 municipalities in Montenegro. Of these, 11 municipalities, including the Capital City Podgorica, have local action plans for gender equality. Councils for gender equality were formed in 11 municipalities, and five municipalities have offices for gender equality. Six municipalities have positioned the budgetary funds for the implementation of gender equality policy within their budget.

Other activities: The Ministry for Human and Minority Rights regularly provides different kind of training where the topic of gender mainstreaming in policies is included. Training is provided in co-operation with international organisations (UNDP, UN Woman, OSCE, EC) and domestic NGOs.

Target Group: Training is provided for different target groups (public servants, police representatives, social workers, teachers, students, pupils, representative of judiciary, journalists, RE population etc.).

ADDITIONAL COMMENTS:

The Law Amending the Law on Gender Equality was adopted on 26 June 2015 by the Parliament of Montenegro. This Law represents a step forward since it is harmonised with the EU Directives on equal opportunities. The text of the Law was agreed with the European Commission before it was sent to the Government of Montenegro for adoption. It is important to note that this Law extended the scope of sanctions related to gender discrimination and violation of the principle of equal treatment of men and women in certain areas of life, including discrimination against women due to pregnancy.

The Law Amending the Law on Gender Equality is aligned with the Law against Discrimination, as well as with the EU *acquis*. This primarily refers to harmonisation of definitions of discrimination based on sex with the definitions of direct and indirect discrimination in line with EU standards.

The Law Amending the Law on Gender Equality is aligned with the ratified international agreements and other documents passed under the auspices of the UN, EU and the Council of Europe, in particular the European Union Directives related to gender equality and equal treatment of women and men: Council Directive 79/7/EEC on the progressive implementation of the principle of equal treatment for men and women in matters of social security; Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation; Council Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services; Directive 2006/54/EC of the European Parliament and of the Council on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation; Directive 2010/41/EU of the European Parliament and of the Council on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC.

This Law sets the elimination of discrimination based on sex and the achievement of gender equality as imperatives, since introduction of penalty provisions prescribed a very clear obligation for legal entities, responsible persons in legal entity, and entrepreneurs and women entrepreneurs to respect anti-discrimination standards and norms providing full realization of gender equality. It is expected that the prescribed sanctions will contribute to better implementation of the law which is the most important mechanism for elimination of discrimination based on sex in all areas and structures of society.

Also, the principles which are the basis of this Law aim at implementation of the principle of non-discrimination from the Charter on Fundamental Rights of the European Union and the European Charter for Equality of Women and Men in Local Life, as well as the practice of the European Court of Justice.

This Law defines that gender equality, beside men and women, involves people of different gender identity. The proposal also extended the obligation to conduct gender equality to companies, other legal entities and entrepreneurs. The new proposal defines the issues of direct and indirect discrimination on grounds of sex (alongside with all forms of discrimination) is within the jurisdiction of the Protector of human rights and freedoms, and in accordance with that procedure to petitions in cases of discrimination based on sex in the competence of this institution. The proposal introduces more violations than it has been the case so far.

COUNTRY: NETHERLANDS

Objective 1.

Combating Gender Stereotypes and Sexism

Policy Changes:

- New Plan to stimulate more people, including girls and women to choose, learn and work in STEM 2016-2020 presented and accepted
- Policies for women in science and gendered innovations. The Netherlands recently published a document with the main actions that contribute to the further development of the European Research Area (ERA), following the adoption of the European Research Area Roadmap 2015-2020 by the Competitiveness Council in May 2015. This includes a paragraph on gender policies with regard to women in science and gendered innovations
- February 2016 the Charter Diversity was signed. Private and public employers can sign a diversity charter and set up their own targets and measures to be a more inclusive employer for diverse employees for gender, age, multi-cultural, lhbti and persons with labour deficit. Progress will be monitored every year.
- research to abolish gender registration in three parts (possibility to differentiate in registration, possibility for parents not to register gender, investigation bottlenecks). Results are expected end 2016.
- In the approach 'women to the top' : The government intends to maintain the statutory target for the ratio of men to women on the executive and supervisory boards of large public and limited liability companies. The cabinet has agreed to a proposal on this by security and justice minister Ard van der Steur and education minister Jet Bussemaker.
<https://www.government.nl/latest/news/2016/01/15/statutory-target-again-for-gender-balance-on-company-boards>

Other activities:

Labour market:

- EC project 2015-2017 - On the path to equal economic independence? The importance for gender equality of a good transition from education to the labour market for young people. To sharpen the focus of the policy in relation to economic independence so that more targeted policy measures can be developed and deployed that raises awareness among young people, educational establishments and employers of how the equality of young men and women on the labour market can be strengthened.
<https://www.government.nl/topics/gender-equality/contents/womens-labour-force-participation>

Education:

- The attainment targets for Dutch schools in relation to sexuality (including gender roles and stereotyping) and sexual diversity were updated in 2012 and the Inspection presented their survey of the measures in June 2016: Dealing with sexuality and sexual diversity; a description of educational programmes in schools. the Dutch government encourages schools to bring a greater focus on concepts of sexuality and sexual diversity with the aim to improve the social safety of young LGBTs, combating gender stereotypes and violence based on gender identity/gender expression. Ensure inclusive school environments, prevent and address bullying in schools stimulating more men teaching in primary education.
- <https://www.rijksoverheid.nl/documenten/kamerstukken/2016/09/02/kamerbrief-met-reactie-op-inspectierapport-kerndoelen-seksualiteit-en-seksuele-diversiteit>

- Focus on decreasing differences between girls and boys in schools
<https://www.government.nl/topics/gender-equality/contents/fewer-differences-between-boys-and-girls-at-school>.
- Stimulate more girls and women in STEM (female ambassador was announced in 2016, Girlsday 2016, Hypatia hub/Mind the Gap/EC initiatives)
<http://www.vhto.nl/over-vhto/english-page/>
- Pilot VHTO combating stereotyping in early education was started.
- Presentation of gender neutral lavatories at the ministry of Education, Culture and Science.

Target Group: Employers, women, teaching professionals, girls

Objective 2.

Preventing and combating violence against women

Legislative Changes: Since 1 March 2016 the Istanbul convention is officially in force. The Netherlands is planning to organise a conference with experts (NGOs, lawyers etc.) to review what the implications are of the implementation of the Convention.

Policy Changes: There is a continuation of initiatives and projects with a focus on increasing gender sensitivity amongst professionals working in the field of domestic violence.

Other activities: Late 2016, the Netherlands aims to give an impulse to the policies regarding the role of men in the fight against violence against women. Furthermore there are 'Centres on Sexual Violence' throughout the country to offer adequate help for victims of sexual violence. Lastly projects will be executed focusing on youth such as We CAN Young.

Target Group: The whole population. Specific attention for the role of men in ending violence against women. Also specific attention for resilience of young people (We CAN Young).

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes: There is no specific legislation for women regarding access to justice. Every citizen is permitted access. There are however specific subsidies for citizens with low incomes and citizens who suffer from injuries (physical or mental).

Policy Changes: The Netherlands already had a system of subsidised legal aid in place for people on a low income (who have to pay a proportionate means-tested contribution). However, since 1 April 2006 all victims of sex offences or other violent crimes – including victims of domestic violence – may apply for free legal assistance from specialist lawyers irrespective of their financial capacity. The only condition is that the violence should have resulted in physical and/or mental injuries. The criteria for determining whether this condition is met are the same as those applying under the Criminal Injuries Compensation Fund Act. Legal aid applies to both criminal proceedings and civil proceedings to obtain compensation.

The Victims' Status (Legal Proceedings) Act came into force on 1 January 2011. It lays down the rights of victims of crime in criminal proceedings, such as the right to obtain and provide information, the right to a lawyer or an interpreter, and the right to an advance if the defendant is

sentenced to pay damages. The new law also increases the options for the victim to file a civil claim in the criminal proceedings. Victims can determine for themselves the rights and services they wish to avail themselves of, and receive free support in doing so (in legal, practical, social and psychological terms) from Victim Support Netherlands.

Other activities: Victim Support Netherlands helps victims of a crime, traffic incident or disaster in a legal and practical sense. This includes crimes as domestic violence, rape and sexual assault. Victims can call with questions about reporting incidents, recovering damage or for support during the criminal proceedings. Victim Support Netherlands staff members can provide information on reporting incidents and give victims emotional and practical support. The support is free of charge.

<https://www.slachtofferhulp.nl/Translate/>

In 2011, a national network of victim support centre was founded in order to advise victims at different points of the criminal proceedings, involving the police, the Public Prosecution Service and Victim Support Netherlands. The objective is to ensure that victims who search for free assistance and information on the criminal proceedings and the enforcement of the sentence could find all their answers in one organisation.

Target Group: Citizens and Recognised Non-Citizens (persons who are neither citizens of any country nor stateless and who have some but not all of the rights and duties associated with citizenship)

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: In 2013 a law (Wet bestuur en toezicht) was put in place that regulates that large companies were obliged to have 30% women in their boards. The law states that companies that do not comply with the 30% target need to explain what measures they will take to reach the target. The government and the Dutch employer's federation joined forces in December 2014 to enhance the progress in this area in their approach 'women to the top'. The Dutch government continually monitors the progress that is being made. As of 2016 public sectors will be included in this approach, including academic universities (WO) and universities of applied science (HBO).

Policy Changes: Institutions for higher education will be addressed in this approach as of 2016 on as well. Furthermore, Minister for Gender Equality Jet Bussemaker has urged academic universities and universities of applied science to set targets for themselves with regard to the percentage of female professors and to come up with a plan to successfully implement measures that will allow these institutions to reach their goals.

Furthermore, in 2016 the Dutch government managed to set an example and reached the target of 30% women in high level position within the government. This is the outcome of proactive policies of the government.

Other activities: When it comes to the public sector, Minister Bussemaker continually asks her colleague Ministers to pay attention to gender diversity when they appoint a new high level government official.

On top of that several websites were launched with the support of the Dutch government, all aiming to increase the number of women in both private and public organisations:

<http://www.navigerennaardetop.nl/en/home>

<https://www.topvrouwen.nl/>

http://www.talentnaardetop.nl/Home_EN/?Language=en

Target Group: The legislative changes focus on large companies (based on the profit, size and value of the company). The policies in this regard target the 5000 largest organisations, including public organisations. Besides that, the government pays special attention to academic universities and universities of applied science. Also, the top-positions within the government and public directors are included.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Policy Changes

Concerning gender mainstreaming, the policy that started in 2015 continues as an ongoing process: the Ministry responsible for gender equality focuses its gender mainstreaming efforts on four policy areas: economic independence, safety (gender related violence), health, and education. Strategic alliances are formed between government, local authorities, and civil society.

Target Group: National government, local authorities, and civil society.

COUNTRY: NORWAY

Objective 1. Combating Gender Stereotypes and Sexism

Legislative Changes: No legislative changes last year. However, in relation to the work on a new, joint Equality and Non-Discrimination Act, The Ministry evaluates the role of the enforcement apparatus on the field.

Policy Changes: The white paper on gender equality 2015-2016 addresses sexism and sexual harassment. The Government will continue to support educational programmes to prevent violence and harassment among youth.

Other activities: A knowledge summary about sexual harassment among students in secondary education was carried out on behalf of the Ministry; Several private organisations/foundations/NGOs offer courses/training for e.g youth, nurses on the topic.

Target Group : Youth

Objective 2. Preventing and combating violence against women

Legislative Changes: The Istanbul Convention is signed but not ratified. Work in progress. There are changes in the penalty legislation (1.10.2015) with stricter penalties for domestic violence. The Government has appointed a committee to formulate a new criminal procedure law.

Policy Changes: The white paper on gender equality 2015-2016 addresses domestic violence. In addition, there is an action plan against domestic violence (2014-2017).

Other activities: The Ministry of Justice and Public Security allocates each year funds for measures and activities to prevent domestic violence (11,6 mill NOK in 2016). To mention some measures: the webpage ung.no (Bufdir) has carried out a campaign about domestic violence aimed at youth, and will follow up the work in 2016. In February 2016 a new web portal was launched. The target group was victims, families, perpetrators and the help services. There is an ongoing study that compares measures to prevent violence in Norway and the Nordic countries, to evaluate the effectiveness of different measures.

Target Group : Whole population, specifically victims of domestic violence

Objective 3. Guaranteeing Equal Access of Women to Justice

Other activities: Norway emphasises the importance of the civil society in these questions and the support for JURK (a legal aid clinic for women) is upheld. The Equality and anti-discrimination Ombud is a relevant actor who is meant to be an alternative to the civil courts. The majority of complains and questions to the Ombud come from women.

Objective 5.**Achieving gender mainstreaming in all policies and measures**

Policy Changes: The Government shall provide a gender assessment of the state budget
The Government is to give an annual report to the Parliament on the status of efforts to promote equality and diversity in all sectors. Mainstreaming is the chosen strategy for gender equality in Norway. All ministries are responsible within their sectors, whilst the Ministry of Children and Equality co-ordinates the work.

COUNTRY: POLAND

Objective 1. Combating Gender Stereotypes and Sexism

Other activities

In May 23, 2016 the Government Plenipotentiary for Equal Treatment organised a seminar at the Chancellery of the Prime Minister on legal solutions stipulated in the *Act of 3 December 2010 on the implementation of certain regulations of the European Union in the field of equal treatment*⁴⁹. The seminar was attended by the representatives of non-governmental organisations and public institutions. The discussion focused on assessment of application of the legal Act.

On 26 May 2016, the representative of the Government Plenipotentiary for Equal Treatment participated in the 47th meeting of the European Commission Advisory Committee on Equal Opportunities for Women and Men in Brussels. The main topics discussed referred to women migrants and refugees in Europe, combating female genital mutilation (FGM), the size and influence of gender pay gap.

Objective 2. Preventing and combating violence against women

Other activities

Ministry of Family, Labour and Social Policy:

Measures planned for November-December 2016: „*Nationwide social campaign for the prevention of domestic violence and gender-based violence*” carried out within the framework of the Norwegian Funds under the Programme „*Prevention of domestic violence and gender-based violence*”, which is operated by the Ministry of Family, Labour and Social Policy (target group: society as a whole);

November-December 2016. National Conference for representatives and professionals dealing with prevention of domestic violence (target group: representatives and practitioners carrying out tasks concerning prevention of domestic violence).

The Monitoring Team for the Prevention of Domestic Violence elaborated the „*Guidelines of the Minister in charge of social security to conduct training with regard to counteracting domestic violence for the years 2016-2017*”. The guidelines were approved by the Chairman of the Monitoring Team for the Prevention of Domestic Violence – Mrs Elżbieta Bojanowska on 27 April 2016.

The information on counteracting domestic violence is available on the Ministry of Family, Labour and Social Policy’s website: <http://www.mpips.gov.pl/przeciwdzialanie-przemocy-w-rodzinie-nowa/>
The documents in English on counteracting domestic violence are available under the following link: <http://www.mpips.gov.pl/przeciwdzialanie-przemocy-w-rodzinie-nowa/ogolne/akty-prawne-z-zakresu-przeciwdzialania-przemocy-w-rodzinie/akty-prawne-w-jezyku-angielskim-/>

The Government Plenipotentiary for Equal Treatment:

The website: www.przemoc.gov.pl has been created. The website is aimed at presenting the comprehensive information on sexual violence in a clear, transparent and accessible manner. The website was created as part of the project „*Rights for victims of sexual violence: a new systemic*”

⁴⁹ (Dz. U. [Journal of Laws] No 254, item 1700, as amended)

approach. Comprehensive information services, training and activities" implemented by the Office of the Government Plenipotentiary for Equal Treatment. The project was co-financed by the European Commission under the European Union Programme for employment and social solidarity PROGRESS (2007-2013). The project was implemented in partnership with the General Prosecutor's Office and the Ministry of the Interior. The overarching objective of the project was to improve the current system of providing information and supporting victims of sexual offences by the Police, court and prosecutor's office.

The Government Plenipotentiary for Equal Treatment implements the project financed by the resources of the Mechanism of the European Economic Area 2009-2014 and the Norwegian Financial Mechanism 2009-2014 under the Bilateral Co-operation Fund at the national level in 2016. Under the project, a radio and online campaign will be implemented on the unacceptability of sexual violence against women. The objective of the planned campaign is to create a message underlining the unacceptability of sexual violence against women and to fighting against false and harmful myths and stereotypes on sexual violence, the examples of which have been indicated above. The objective of the campaign is also to show that: this problem largely affects women and sexual violence is a crime.

The target group of the campaign should be men aged 15+. The message should clearly stress that this is a perpetrator who is responsible for rape and any kind of sexual violence irrespective of the victim's behaviour.

Ministry of Justice:

The Ministry took measures aimed at promoting the knowledge about the rights of victims of crime. In 2016 the implementation of the project "*Strengthening measures for victims of domestic violence*", co-financed from the Norwegian Financial Mechanism resources, was continued. Within the framework of the project, educational meetings and psychological activities for victims of domestic violence were organised. During the meetings victim's rights and protection mechanisms were discussed. Those activities were not addressed directly and exclusively to women, however, due to the fact that the majority of victims of this type of crime are women, they were mostly the beneficiaries of those activities.

Target Group: With regard to combating violence, depending on the activities taken, the target groups are: society as a whole, representatives and practitioners dealing with tasks concerning counteracting of domestic violence, women, family, victims of violence and men.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Other activities

In years 2013-2015, the Ministry of Labour and Social Policy, in co-operation with the Government Plenipotentiary for Equal Treatment has been implementing the project "*Equality between men and women in the economic decision-making processes as a tool of social change*", co-financed by the EU PROGRESS Programme. The objective of this project was to promote the participation of women to top positions within big companies. The main product of this project was a tool developed in the form of a manual and a training programme directed to HR and managers, concerning the issues of equality between women and men in economic decision-making. In order to promote the tool a number of seminars for companies has been conducted along with a big social campaign including Round Table of Ministers for Labour and Gender Equality organised during the Congress of Women in Warsaw. The guide for companies "*More women in management – it pays off*" was also elaborated.

All publications are available in Polish and English under the following links:

<http://www.rownoscwbiznesie.mpips.gov.pl/>

<http://rownoscwbiznesie.mpips.gov.pl/component/jdownloads/send/5-kobiety-w-biznesie/48-more-equality-more-benefitsin-the-economy-report-teaser.html>

http://analizy.mpips.gov.pl/More_women_in_administration.pdf

Under the 2014-2020 financial perspective the follow-up another project is planned, the aim of which is to continue the actions of the Progress project but in a modified formula – targeted to a group of medium-sized enterprises. Previous achievements of the “*Equality in Business*” project are going to be used for the purposes of the project for medium-sized enterprises.

Guide for Businesses, which was developed under the project, was translated into English in order to promote elaborated instruments and publications on international forum. Thanks to that the tool is going to be used on a far broader scale than originally planned.

Target Group: Depending on the action taken the target group is: the whole society, HR and managers, women and men in big and medium-sized companies.

Other activities: Minister of Treasury Republic of Poland - represents the Treasury in the scope of management of State Treasury assets, including the exercising of the proprietary and personal Treasury rights. Through her/his representatives, s/he supervises Treasury assets.

Fundamental principles:

- The main criteria for appointing candidates to the supervisory boards of state-owned companies are qualifications and knowledge.
- In case the candidates to the supervisory board have similar skills, priority is given to a person who belongs to the under-represented gender.
-

GOAL: 35 % - the average participation of the under-represented gender among all members of the supervisory boards appointed by the Minister of Treasury (by 2020, in companies listed on the Warsaw Stock Exchange).

“Best Practices in ensuring balanced participation of women and men in the bodies of state-owned companies”. The document contains rules and standards of appointing candidates to the supervisory and management boards of state-owned companies.

GOAL: Equal usage of the potential of whole population, especially in state-owned companies.

Participation of women among the representatives of Treasury in supervisory boards (according to data as of 15.05.2016):

43,2% - Supervisory Boards of state-owned enterprises (SOE's) (258 companies)

25% - Supervisory Boards of SOE's listed on the Warsaw Stock Exchange (13 companies)

Target Group: Underrepresented sex in Supervisory Boards of state-owned enterprises.

Objective 5.
Achieving gender mainstreaming in all policies and measures

Legislative Changes: Pursuant to Article 22 of the *Act of 3 December 2010 on the implementation of certain regulations of the European Union in the field of equal treatment*, the Government Plenipotentiary for Equal Treatment was obliged to develop the National Action Programme for Equal Treatment, which sets out the objectives and priorities of action for equal treatment and methods to prevent discrimination on grounds of gender, race, ethnic origin, nationality, religion, belief, disability, age and sexual orientation.

The Programme, which is the first governmental horizontal strategy for equal treatment in all areas of social life, includes, *inter alia*, measures promoting and disseminating the issues of equal treatment. The Plan is implemented by all ministries, in accordance with their respective competences, and by other public institutions, in co-operation with non-governmental organisations. The co-ordinator of the Programme is the Government Plenipotentiary for Equal Treatment. The Programme for the years 2013-2016 was adopted by the Council of Ministers on 10 December 2013.

Within the framework of the Programme, the following areas are indicated:

- I. Anti-discrimination policy
- II. Equal treatment in the labour market and in the social security system
- III. Prevention of violence, including domestic violence, and increasing the protection of victims of violence
- IV. Equal treatment in education
- V. Equal treatment in health care system
- VI. Equal treatment in access to goods and services

Pursuant to the Ordinance No. 29 of the Prime Minister of 13 April 2015 on the Monitoring Team for the National Action Plan for Equal Treatment, the Monitoring Team was appointed. It is a supporting body of the Council of Ministers. The main task of the Team is to monitor and evaluate the implementation of the National Action Programme for Equal Treatment for the years 2013-2016. The meetings are chaired by Mr Wojciech Kaczmarczyk, the Government Plenipotentiary for Equal Treatment.

Target Group: The National Programme for Equal Treatment is directed to the ministries and institutions responsible for implementing specific actions specified in the Programme. The whole society is the beneficiary of these actions.

COUNTRY: PORTUGAL

Objective 1. Combating Gender Stereotypes and Sexism

Gender and Citizenship Educational Guides.

The *Educational Guides on Gender and Citizenship* is an ongoing project developed by the Commission for Citizenship and Gender Equality (CIG)⁵⁰ since 2008-2009 (school year).

The *Educational Guides on Gender and Citizenship* are in line with international agreements ratified by Portugal which, in part, arise from the Objectives of the Beijing Action Platform (article 5 of the CEDAW and article 10 concerning Education). The aim of the Guides is to mainstream gender equality into the education system, in an effective, permanent and sustained way.

The implementation process of the Guides is still ongoing. Portugal is currently implementing its V Plan for Equality. In all these plans, education has always been taken into account. One of the measures foreseen in the V Plan for Equality for the current year is the drafting of an Education Guide on Gender and Citizenship for the secondary education level, which will be finished in 2016. And, this project is the last planned phase of CIG's medium-term strategy carried out directly with schools and teachers.

This project is co-ordinated by CIG and developed with a close and strong co-operation of 26 authors - researchers, teachers trainers and experts in Gender Studies, Women's Studies, Education and Teachers' Training - belonging to different Higher Education Institutions. The Guides have been distributed by more than 800 basic and secondary school network libraries, as well as by 16 Higher Education Institutions Libraries. The application of the Guides by teachers of all school levels has been supported, in the last three years, by 59 in-service teacher training courses nationwide, provided by CIG, 10 higher education institutions and a central department of the Ministry of Education, covering more than 150 school clusters and half of the continental municipalities and some municipalities of the two Autonomous Regions of Azores and Madeira. Several co-operation agreements were established with the Higher Education Institutions.

More than one thousand teachers (target group) attended these courses, all over the country, and incorporated gender perspective and sexual equality in their daily school practices and disciplinary contents, extending them to many other teachers, as well as school projects, families and local communities. The main purpose of the Guides is to offer teachers a range of concrete and common themes from a gender perspective to work on with their pupils and students, such as concerning the body and movement, health, sexuality, security, sexism and stereotypes, ICT, decision-making, personal and social development, educational environment and organization, communication and expression, knowledge and science, playful time and time use, local heritage, literature.

Council of Europe – Gender Equality Commission - Compilation of good practices to promote an education free from gender stereotypes and identifying ways to implement the measures which are included in the Committee of Ministers' Recommendation on gender mainstreaming in education⁵¹.

⁵⁰ [The Commission for Citizenship and Gender Equality](#)⁵⁰ - CIG

⁵¹ <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=0900001680590fe0>

Education guide gender citizenship: 3rd cycle (EN)⁵²
 Education guide gender and citizenship: pre-school (EN)⁵³
 Guião de Educação Género e Cidadania. 1º ciclo (PT version)⁵⁴
 Guião de Educação Género e Cidadania. 2º ciclo (PT version)⁵⁵

Violence, Ageing and Gender-Training for the two security forces of Portugal

During the year of 2016, 8 training programmes were implemented.

This training programme for security forces professionals and social action services staff on gender and ageing issues, had the main goal to improve the level of knowledge in matters of gender and ageing among professionals. It is fundamental to give tools to this target group.

Objective 2.

Preventing and combating violence against women

Legislative Changes

In August 2015 the National Penal Code was amended. Consequently, the female genital mutilation crime became autonomous, stalking and forced marriage were established as crimes and rape, sexual coercion and sexual harassment crimes were amended, in compliance with Istanbul Convention.

Article 144.º -A - Female genital mutilation

1 — Who genitally mutilates, totally or partially, a female person through clitoridectomy, infibulation, excision or any female genitalia harmful practice having non-medical reasons is punished with a prison sentence of 2 to 10 years.

2 — The preparatory acts of the crime under the preceding paragraph shall be punished with prison sentence up to 3 years.

Article 154.º -A - Stalking

1 — Who consistently held stalk or harass another person, by any means, directly or indirectly, in order to cause fear or uneasiness or to undermine their freedom of determination, will be punished with prison sentence up to 3 years or a fine, where a heavier penalty does not fit under another legal provision.

2 — The attempt is punishable.

3 — As provided in paragraph 1 it may be applied accessory penalties of contact prohibition with the victim from 6 to 3 years and mandatory attendance of specific prevention stalking programmes.

4 — The accessory penalty of contact prohibition with the victim must include mandatory distance from the victim residence or workplace and compliance should be monitored by technical means of distance control.

5 — The criminal proceedings are based on a complaint.

Article 154.º -B - Forced marriage

Who compels another person to marry or other similar union will be punished with prison sentence up to 5 years.

Other activities (and target groups): The Commission for Citizenship and Gender Equality is the national co-ordinator of the Fifth National Plan for Prevention and Combating Domestic Violence and Gender 2014-2017 (V PNPCVDG).

⁵² https://www.cig.gov.pt/pdf/2014/Education_Guide_3rd_Ciclo.pdf

⁵³ https://www.cig.gov.pt/pdf/2014/Education_Guide_Pre_school.pdf

⁵⁴ http://www.arteset.com/NET_Guiao_1Ciclo_220915.pdf

⁵⁵ https://www.cig.gov.pt/wp-content/uploads/2013/12/guiao_educa_2ciclo.pdf

The Implementation of the V PNPCVDG relies on the intervention of local administration bodies, civil society organizations and of the companies themselves, so that a joint effort is made to work towards the eradication of domestic violence and all forms of gender-based violence in the country. Regarding the year 2015 and with reference to the five strategic areas (in a total of 55 measures)⁵⁶:

1) Strategic Area 1 - Prevention, Awareness-raising and Education

Measure 1 - To carry out national campaigns against all forms of violence covered by the scope of the Istanbul Convention.

- Awareness campaign for Valentine's Day focusing on dating violence, under the campaign theme: "*Who loves you, does not harm you.*"⁵⁷
- On 25 November - International Day for the elimination of violence against women UMAR⁵⁸ organised a compilation of texts (written by experts) on the various forms of gender violence against women, including those provided in the Istanbul Convention;
- UMAR promoted two seminars on Sexual Harassment;
- UMAR project *Art'Themis* - primary prevention project on gender violence for the school community;⁵⁹
- AMCV⁶⁰ organised the final seminar of the project "*New challenges in combating sexual violence*".

Measure 2 - To conduct seminars/conferences on domestic and gender-based violence, including sexual and moral harassment, forced marriage and the new forms of violence, namely stalking and violence through the new information and communication technologies.

- From 15 November to 16 December - IV National Days against Domestic and Gender Violence⁶¹.

Measure 3 - To intensify the role of municipalities in preventing and combating domestic and gender-based violence, focusing on the role of local and regional networks.

- In 2015, 14 new Municipal Plans for Equality were implemented;
- In 2015, 22 training courses through national municipalities were organised.

Measure 4 - To conduct information and awareness-raising programmes on domestic and gender-based violence, particularly directed at the education community, especially addressing the issues of bullying, violence through the new information and communication technologies and teen dating violence.

- CIG organised 4 awareness-raising sessions on dating violence;
- On the "International Day of Nonviolence and Peace in Schools" the Public Security Forces (Republican National Guard⁶²) held 233 awareness-raising sessions, involving 8.996 students;
- Operation "Safer Internet Day", Public Security Forces (Republican National Guard) organised 770 awareness-raising sessions with students and 78 awareness-raising sessions with parents (a total of 25,773 students/1,351 parents);
- Public Security Forces (Public Security Police), organised 1,856 awareness-raising sessions on

⁵⁶ Not all measures in the V PNPCVDG progressed/had been developed in 2015. Notice also the lack of timely rapport from the bodies responsible for the implementation of some measures.

⁵⁷ <https://www.cig.gov.pt/campanhas/campanha-contra-a-violencia-no-namoro-quem-te-ama-nao-te-agride/>.

⁵⁸ Civil Society NGO - <http://www.umarfeminismos.org/>
<https://www.facebook.com/UMARfeminismos/?fref=ts>

⁵⁹ <https://www.facebook.com/art.themis.umar>

⁶⁰ Civil Society NGO – Women Association Against Violence <http://www.amcv.org.pt/en/amcv-women>

⁶¹ Across the country initiatives (30) organized by various ministries, government bodies, associations and NGOs.

⁶² Republican National Guard - GNR

- (and other vulnerable people) focusing on Gender Equality and non-discrimination;
- UMAR Project "*Meetings on Equality*" awareness-raising sessions and training courses on violence against older people focusing on Gender and Aging (70 sessions, 1443 professionals).

Measure 10 - To conduct awareness raising programmes on violence between LGBT people, within intimate relationships.

- CIG in collaboration with ILGA - Portugal⁶⁶, promoted 3 awareness-raising sessions - "Discrimination and violence against LGBT people," for Public Security Forces professionals (22 men and 7 women), health professionals (3 men and 15 women) and prison service and probation professionals (3 men and 16 women) = 66 professionals.

Measure 11 - To promote and monitor awareness raising and advice programmes conducted by the security forces for the elderly as potential victims of crime, namely on preventing fraud and other types of crimes, bringing special attention to groups of women that are particularly vulnerable, namely those living in rural areas.

- GNR Operation "*Senior Census 2015*" reached 39,216 elderly in vulnerability;
- PSP organised 4,808 awareness sessions actions for elderly population that included safety aspects.

Measure 12 - To elaborate and disseminate a best practices guide on the areas of preventing and combating domestic and gender-based violence, for companies.

- The Social Studies Centre - Faculty of Economics, University of Coimbra produced the "*Best Practices Script for Preventing and Combating Domestic and Gender Violence*" for companies. This script was co-ordinated by CIG and by the Directorate General of Economic Activities.

Measure 14 - To grant the national award "VIDArte" — Art against Domestic Violence to the best artworks about domestic and gender-based violence created in areas such as literature, theatre and cinema.

- Theatre - *Teatro da Beiras "The Roses don't matter"*;
- Literature - *The Portuguese Red Cross - Trofa Delegation "The Innocence of Knives"*;
- Fine Arts - artist *Carlos Farinha "Burden"* an acrylic on canvas.

Measure 17 - To develop curricula of pre- and postgraduate training courses for university students in the areas of domestic violence and maltreatment.

- The National Institute of Legal Medicine and Forensic Sciences⁶⁷ participated in pre-graduate training courses in 13 different curricula units (at least one session related to the subject) and also in a post graduate training course.

Measure 18 - To implement the III Programme of Action to Prevent and Eliminate FGM and promote all the measures foreseen in it.

- This Measure relates to a specific Plan with specific reporting: III. Programme of action for the prevention and elimination of female genital mutilation 2014-2017.

2) Strategic Area 2 - Protection of Victims and Promotion of their Social Integration

Measure 20 - To implement methodologies for risk assessment and management to be used by the

⁶⁶ ILGA Portugal <http://ilga-portugal.pt/ilga/en.php>

⁶⁷ INMLCF, IP - The National Institute of Legal Medicine and Forensic Sciences - <http://www.inmlcf.mj.pt/>

national support network for victims of domestic violence.

- CIG established a working group with AMCV, APAV⁶⁸, UMAR, MAI⁶⁹ and ISS, IP⁷⁰ - in order to create the following documents:
 - Referential training in risk assessment and management (to be implemented throughout the national territory within the national victims of domestic violence support network);
 - Referral forms within the national victims of domestic violence support network, with a focus on risk assessment and management.

Measure 21 - To establish action protocols for the situations involving children and young people victims of vicarious abuse between the solutions provided by the national support network for victims of domestic violence and the stakeholders and solutions integrated within the national system of protection of children and young people.

- CIG organised a consultation/assessment needs with all the shelters and domestic violence support services to identify and systematise the following information:
 - Assessment of the relationship between victim services and local child protection services;
 - Difficulties and/or constraints identified in that articulated task;
 - Suggestions for improvement;
 - Examples of good local/regional practices.
 The final action protocol will be released in December 2016.

Measure 22 - To consolidate the implementation of the system of protection by telecare in the entire national territory.

- During 2015 were legally enacted 674 protection measures through telecare which corresponds to an increase of approximately 123% over the previous year.

Measure 24 - To consolidate and expand the specific emergency shelter for domestic violence cases.

- During 2015 were sheltered 941 people - 521 women and 420 minors – in the 130 existing vacancies.

Project "*The School goes to The Shelter*". This project aims to empower sheltered women in different key areas: literacy, digital literacy and basic computer skills, basic mathematic, Portuguese for foreigners and Visual Education. In the school year 2015/2016 this project covered 13 Shelters (universe of 38 national shelters), 156 women and 17 teachers. For the school year of 2016/2017 other 4 national shelters have joined this project.

Measure 25 - To expand the Network of Solidary Municipalities for the support of victims of domestic violence.

- In 2015 - 126 municipalities have signed this Protocol⁷¹.

Measure 26 - To promote housing support measures for victims of domestic violence.

- The shelters public network requested 41 households during 2015.

Measure 30 - To follow-up the adequacy of the Portuguese judicial system in the process of conformation of the "Council of Europe Convention on Preventing and Combating Violence against

⁶⁸ APAV - The Portuguese Association for Victim Support http://www.apav.pt/apav_v3/index.php/pt/

⁶⁹ MAI - Ministry of Internal Affairs - <http://www.sg.mai.gov.pt/Paginas/default.aspx>

⁷⁰ ISS, IP - Social Security Portuguese Institute - <http://www.seg-social.pt/iss-ip-instituto-da-seguranca-social-ip>

⁷¹ The Solidarity Municipalities Collaboration with Domestic Violence Victims aims at the empowerment of sheltered victims of domestic violence, preparing the return/integration in their community (origin or another).

Women and Domestic Violence".

- Please See Legislative Changes

Measure 32 - To strengthen the information on domestic and gender-based violence for the immigrant communities, namely regarding the access to existing resources.

- Online search tool "*Resource Guide in the area of Domestic Violence*"⁷² - This tool has been widely disseminated by the ACM⁷³ among the CNAIs⁷⁴ and CLAI⁷⁵ network throughout the national territory.

Measure 34 - To consolidate and assess the methodology for evaluating the risk of revictimisation used by the security forces in domestic violence cases.

- Regarding the domestic violence risk assessment - "RVD": Public Security Forces conducted surveys, the public prosecutor collected data, homicides and almost homicides previously evaluated with RVD were analysed. Consequently an evaluation report and validation/improvement of the methodology was developed.
- GNR promoted 10 actions training/awareness raising sessions on RVD/policing manual on domestic violence (337 trainees);
- PSP has produced, on average, two risk assessments for each occurrence of domestic violence participated.

Measure 35 – To deepen of the proactive approaches in police response to domestic violence cases.

- PSP started monitoring the following performance indicators:
 - Number of total RVD and risk levels;
 - Number of proposals for regular contact with the victim;
 - Number of coercion application measures to the offender;
 - Number of the victim's monitoring proposals when requested;
 - Information provided on supporting institutions;
 - Number of security plans;
 - Number of patrol reinforcements on victim's homes.

3) Strategic Area 3 - Intervention with the Perpetrators.Measure 36 - To consolidate the Programme for Perpetrators of Domestic Violence (PAVD) developed in the communitarian environment.

- According to information from DGRSP⁷⁶, PAVD covered 919 defendants in 2015.

Measure 38 – To consolidate the implementation of the electronic surveillance system for perpetrators of domestic violence in the entire national territory.

- In 2015, were legally enacted 587 sentences consisting on contact prohibition with electronic surveillance system.

Measure 40 – To consolidate the assessment process for specific problems involving young people subjected to measures of tutelary education: sexual perpetrators, violent behaviour and/or domestic violence.

- Adaptation and implementation "Programme ART - aggression replacement training" – aiming young people violent behaviour. The programme was adapted and implemented in

⁷² For consultation see: <http://www.igualdade.gov.pt/guidarecursosvd/> since February 2015.

⁷³ ACM, IP – High Commission for Migration - <http://www.acm.gov.pt/inicio>

⁷⁴ CNAI - National Support Centres for immigrants

⁷⁵ CLAI - Local Support Centre for Immigrant Integration

⁷⁶ DGRSP - General Directorate of Reintegration and Prison Services

six cases.

DGRSP created an evaluation protocol for young sex offenders and carried out three methodology dissemination sessions.

4) Strategic Area 4 — Training and Qualification for Professionals

Measure 42 - To extend training programmes for professionals who intervene directly or indirectly on the area of domestic and gender-based violence: a) Healthcare professionals; b) Professionals from Social Security technical teams; c) Education professionals; d) Professionals of the national support network for victims; e) Professionals of the employment centres; f) Professionals working in the field of housing and integration of immigrants; g) Media professionals; h) Professionals working in support facilities for the elderly.

- CIG - 7 training sessions on domestic violence and gender violence, for health, social services, justice and child protection professionals (150 professionals);
- INMLCF, IP - 25 national training activities with health professionals (1000 professionals);
- Health Regional Administrations - Adult Violence Prevention Teams – 4 training sessions (192 professionals);
- Algarve Health Regional Administration – Conference “*Gender and violence throughout the life cycle*” (10 professionals);

Measure 43 - To strengthen the qualification of magistrates in matters of domestic and gender-based violence.

- Continuous training of judges (374 judges)
- CEJ⁷⁷- e-book on domestic violence for magistrates⁷⁸

Measure 44 - Qualification of the operational PSP and GNR staff.

- The Ministry of Internal Affairs training annual programme:
 - GNR - 14 continuous training sessions for improvement in community policing special programmes (428 trainees);
 - PSP – 8 continuous training sessions for improvement in community policing special programmes (8,277 trainees).

Measure 45 - Qualification of professionals in models of intervention with perpetrators.

- DGRSP conducted 14 training sessions on intervention with offenders (232 trainees - Social Reintegration Professionals).

Measure 46 - To expand training programmes for the qualification of Victim Support Technicians to the entire national territory.

- 10 training programmes for Victim Support Professionals (150 professionals);

Measure 47 - To qualify professionals for specialised intervention with children who are victims of vicarious abuse, both within the solutions provided by the national support network for victims of domestic violence and the solutions for children and youngsters at risk.

- Programme Health Action for Children and Youth - 2 initial training sessions (35 health professionals) and two advanced training sessions (54 health professionals).

Measure 48 - To raise awareness/train professionals to intervene in matters of LGBT people.

⁷⁷ CEJ - Centre for Judicial Studies - <http://www.cej.mj.pt/cej/home/home.php>

⁷⁸ http://www.cej.mj.pt/cej/recursos/ebooks/outros/Violencia-Domestica-CEJ_p02_rev2c-EBOOK_ver_final.pdf

- "Professionals Good Practices Handbook on LGBT victims";
- CIS-IUL⁷⁹ and CIG - 4 training programmes on domestic violence between same sex people, 21 hours programme for national support network for victims of domestic violence professionals (104 professionals).

5) Strategic Area 5 — Investigation and Monitoring

Measure 49 – To promote specific studies in the field of domestic and gender-based violence, in close co-operation with universities and research centres.

- Evaluative study of judicial decisions on domestic violence – to assess quantitatively and qualitatively the decisions handed down by prosecution offices and the courts.

Measure 50 - To compile and disseminate a selection of materials produced within the framework of the projects supported by the structural funds, in the field of domestic and gender-based violence.

- 179 bibliographic records regarding materials produced within the framework of projects supported by Structural Funds in domestic and gender violence: leaflets (30), graphic materials (37), monographs (75), and electronic resources (37).

Measure 54 - To apply and monitor the use of the single registration form by the structures which attend victims of domestic violence.

- In February 2015, CIG and ISS, IP completed the Single Form Model, based on all the contributions collected from the victims of domestic violence national support network. There were no developments on that model sine it depends on the national IT platform management provided in measure 55 V PNPCVDG.

III Programme of action for the prevention and elimination of female genital mutilation 2014-2017.

Study on the prevalence of Female Genital Mutilation

Portugal is determined to effectively prevent Female Genital Mutilation (FGM). In order to better assess the prevalence of this phenomenon in Portugal, within the framework of the Second Programme of Action for the Elimination of Female Genital Mutilation (2011-2013) a study on FGM in Portugal was launched. This Study's main objectives are to identify the number of girls and women victimised or at risk of excision, where FGM is practiced, the age of girls and other facts considered relevant to the understanding of the phenomenon. This Study includes an analysis of how communities that practice FGM perceive this phenomenon and their perception of existing national policies, including their effectiveness.⁸⁰

The campaign - "The right to live without Genital Mutilation"

Within the scope of the Third Programme of Action for the Prevention and Elimination of Female Genital Mutilation, the Portuguese government, in an initiative with various civil society partners, and Portuguese Guinea, promoted throughout the summer a campaign against FGM.

The campaign, entitled "*The right to live without Female Genital Mutilation*" was launched on 20 July at the airports of Lisbon, Porto and Faro.⁸¹The campaign started during school holidays because of the increasing visits to practice these rituals. Leaflets and posters were distributed every day to

⁷⁹ CIS-IUL - Research and Social Intervention Centre - Lisbon University Institute

⁸⁰ Study on the prevalence of FGM can be consulted here: https://www.cig.gov.pt/wp-content/uploads/2015/07/Relat_Mut_Genital_Feminina_p.pdf

⁸¹ The campaign - "The right to live without Genital Mutilation"

<https://www.cig.gov.pt/2016/08/campanha-direito-a-viver-sem-mutilacao-genital-feminina>

the public at the airport departures site for West Africa. This region is home to most of the 30 countries where FGM is practiced. This campaign was held simultaneously and similarly at Bissau airport and Guinea-Bissau since the overwhelming majority of women in Portugal undergoing this practice, or at risk of being mutilated, belong to the immigrant community in Guinea-Bissau.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes

To Increase the balance participation of women and men, that indirectly will promote the balanced participation of women and men in political and public decision-making:

9th modification of the Labour Code – Law 120/2015, 1 September

Changes to the Labour Code, allowing the parent (mother or father) to telecommuting:

- a) The worker with child aged until three years is entitled to exercise the professional activity in telecommuting, where this is compatible with the activity performed and the employer keeps the resources and means to that purpose (article 166).

The Labour Code already allows both parents to work in part-time and within flexible schedules, without penalties in the evaluation and progression in their careers.

9th modification of the Labour Code – Law 120/2015, 1 September - Part-time work and flexible schedules

Although the Labour Code already allows both parents to work in part-time and within flexible schedules, the new law introduces a paragraph that entitles the worker under such conditions to have an evaluation and to have a career progress without penalties.

Labour code to the Public Sector

1st modification of the Labour Code to the Public Sector – Law 120/2015, 1 September

Changes to the Labour Code on the Public Sector allowing the workers to have a half working day, when meeting one of the following requirements:

- a) Are 55 years or older at the time of the requirement and have grandchildren under the age of 12 years old;
- b) Have children less than 12 years old or, regardless of age, disability or chronic illness.

The option for a half working day regime involves the payment of remuneration corresponding to 60% of the total amount earned in full-time.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes: The V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017 (V PNI)⁸² is based on Portugal undertaken commitments with different international authorities, in particular within the framework of the United Nations, the Council of Europe, the European Union and the Community of Portuguese Speaking Countries (CPLP). Seeking to strengthen

⁸² https://www.cig.gov.pt/wp-content/uploads/2014/06/CIG-VPNI_2014-2017_ENG.pdf

and promote gender equality in all governance areas, the V PNI includes a strong mainstreaming component regarding the gender equality dimension in all the ministries, being an important means for the Inter-sectorial co-ordination of the policy for gender equality and non-discrimination based on sex and sexual orientation.

In order to implement the V National Plan for Gender Equality, Citizenship and Non-discrimination each ministry, as the main responsible for the execution of the V PNI and with the purpose of consolidating equality between women and men in the respective intervention area, integrates the gender equality dimension into its decision-making processes through the implementation of measures deemed necessary to fight the inequalities that persist. These specific measures and those accepted by the respective ministries within the framework of the V PNI are embodied in sectoral plans for gender equality (Inter-sectorial Plans).

Policy Changes at national level: Also within the framework of municipalities, the territorialisation of the gender equality dimension through the elaboration and development of Municipal Plans for Equality is still privileged, since they have been one of the central co-operation fields between central administration and local municipalities and must, therefore, be improved in the scope of this V PNI.

This process of territorialisation of the gender equality dimension began in 1998, and has been progressively deepened through the national plans. The Commission for Citizenship and Gender Equality promoted training sessions throughout the country in order to help Municipalities to elaborate Municipal Plans for Equality⁸³. Until this data were approved 164 Municipal Plans for Equality. According the Council of Ministers Resolution No. 39/2010 (which approves the Statute of Local equality adviser) have been appointed 163 new gender equality advisers, in a total of 308 municipalities.

MAIN CHALLENGES:

The Commission for Citizenship and Gender Equality is responsible for the co-ordination and monitoring of the V PNI. This task is supported by a working group composed by councillors from the ministries that are responsible for the largest number of measures, as well as representatives from the National Association of Portuguese Municipalities (ANMP) and from the non-governmental organisations (NGO) that integrate CIG's advisory council, CIG's strategic partners in the execution of the V PNI.

At the moment we are reappointing councillors in each ministry and setting up inter-sectoral new teams.

Also very important to note that CIG is starting a new strategy to network with the councillors in each ministry. This strategy will be presented soon.

⁸³ See also Measure 3 - To intensify the role of municipalities in preventing and combating domestic and gender-based violence, focusing on the role of local and regional networks - V PNPCVDG.

COUNTRY: RUSSIAN FEDERATION

<p>Strategic objective 1. Combating gender stereotypes and sexism</p>

Policy changes: A section on combating stereotypes with regards to social roles of men and women has been introduced into the draft National Strategy for Women 2017-2022, which is under development.

Action in this area will seek to promote gender equality awareness; create favourable conditions for job promotion of women, eliminate discriminatory barriers at the managerial level in educational, cultural and scientific institutions, support the activities of women's, youth, trade union and other organisations undertaking initiatives for the advancement of women, promote the objective media image of women in economic, social and political life; raise women's awareness on their rights and freedoms granted both by the legislation of the Russian Federation and international treaties recognized by the Russian Federation.

An Action Plan is being developed to implement the National Strategy for Women 2017-2022. *(instruments to be adopted until the end of 2016)*

Other activities: Sexist of the Year annual contest organised by women's organizations and journalists

Target groups: Civil servants, school-children, youth, students, journalists, men and women.

<p>Strategic objective 2. Preventing and combating violence against women</p>

Legislative changes: A draft federal law on preventing family and domestic violence has been developed (it has been approved by the federal executive authorities, obtained a positive resolution from the Government of the Russian Federation and is to be considered by a new Duma).

On 3 July 2016, Federal Law No. 323-FZ On the Amendments to the Criminal Code of the Russian Federation and the Code of Criminal Procedural of the Russian Federation related to the Improvement of the Grounds of and Procedure for the Exemption of Criminal Liability was adopted. The Law introduced a new Article 116¹ to the Criminal Code of the Russian Federation, which criminalizes battery or other violent acts that have caused physical pain committed by an individual having been subjected to administrative punishment for similar acts (punishable by community service for up to three hundred and sixty hours or corrective labour for up to one year or restriction of freedom for up to two years or hard labour for up to two years or arrest for up to six months or imprisonment for up to two years). This allows to adequately respond to cases of domestic violence, wrongful acts of negligent parents and other persons prone to persistent threats or systematic violent actions against citizens, including the minors.

Policy changes: A national strategy of action for women for 2017-2022 currently being drafted includes a section entitled "Enhanced Action to Prevent Violence and Mitigate its Symptoms, Development of a System to Assist Women subjected to Domestic and Sexual Violence and Trafficking in Women and Children".

Efforts in this sphere will focus on regulating, in line with international law, the activities to prevent violence; measuring the extent of violence against women and children and promptly responding to it in order to protect them; establishing efficient models of prevention violence against women and children; carrying out educational campaigns on violence against women; organizing public awareness campaigns in mass media to change behavioural and social patterns that support gender inequality; developing and strengthening material and technical basis of the institutions that provide services to women and children suffered from domestic and sexual violence and other its manifestation, etc.

Other activities: A nation-wide telephone helpline has been established in Russia for victims of violence.

Statistical data are collected about the victims of violence who turned to social protection institutions for help.

Collaboration with non-governmental organisations providing assistance to female victims, as well as awareness-raising activities in this regard have been pursued.

Training seminars have been organised on this subject for law enforcement personnel.

Target groups: Public officials, women, girls

Strategic objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative changes: Access to justice regardless of gender is guaranteed by the Constitution of the Russian Federation.

A Federal Law on Free Legal Aid in the Russian Federation has been in force since 2011. The State free legal aid system includes: federal executive authorities and their subordinate agencies; executive authorities of the constituent entities of the Russian Federation and their subordinate agencies; governing bodies of the State extra-budgetary funds; and State legal aid offices. Lawyers, notaries and other actors providing free legal aid may be entitled to participate in the State free legal aid system in accordance with the procedure established by this Federal Law, other federal laws and laws of the constituent entities of the Russian Federation.

Federal executive authorities and their subordinate agencies, executive authorities of the constituent entities of the Russian Federation and their subordinate agencies, and governing bodies of the State extra-budgetary funds provide free legal aid to citizens in the form of oral and written legal consultations on matters within their competence in accordance with the procedure for consideration of applications from citizens by bodies and organizations established by the laws of the Russian Federation.

Other activities: Legal aid is provided to citizens by the High Commissioner for Human Rights in the Russian Federation.

Citizens of the Russian Federation have the right to apply to international judicial bodies.

Target groups: Civil servants, lawyers, notaries

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Policy changes: A section entitled "Increasing Participation of Women in Political Life and Decision-Making" has been introduced into the Draft National Strategy of Action for Women 2017–2022.

The activities in this area will aim to ensure that the issues of women's advancement, creating favourable conditions for women's professional promotion and removing discriminatory barriers at the level of top management in educational, cultural and academic institutions are included into political parties' manifestos (party programmes and election programmes).

Target groups: Civil servants, civil society activists

Strategic objective 5.

Achieving gender mainstreaming in all policies and measures

Policy changes: The Draft National Strategy of Action for Women 2017-2022 has been elaborated. An action plan for the implementation of the said national strategy is under development.

Other activities: In September 2015, St. Petersburg hosted the Eurasian Women's Forum under the patronage of the Chairman of the Federation Council of the Federal Assembly of the Russian Federation Valentina Matvienko, which featured the participation of parliamentarians, representatives of executive authorities, business and academic circles, civil society organizations, and prominent activists of the international women's movement from around the world. The Eurasian Women's Forum takes place every three years.

The Forum works to carry out such projects as "Preventing breast cancer", "Russian women's community" (information space of the Forum) and "Women's entrepreneurship".

The round tables "Women in sports", "Women in Dialogue", "Charity without borders", "Development of STEM-programmes" were held.

Valentina Matvienko met with female village heads, female industrial leaders and chairpersons of women's regional councils.

Target groups: Civil servants, women's civil society organisations

PAYS: SAINT MARIN

Objectif 1.
Combattre les stéréotypes de genre et le sexisme

Changements législatifs : Suite à l'adoption de la loi n.97 de 2008 pour la prévention et la répression de la violence contre les femmes et de genre, laquelle, à l'art.3 prévoit la possibilité de sanctionner les médias qui diffusent des images ou propos discriminatoires et/ou préjudiciables à la dignité, l'Autorité pour l'Égalité des Chances a saisi le Tribunal dans plusieurs cas.

Ces cas concernaient surtout des publicités.

Changements politiques : Une nouvelle Commission pour l'Égalité des Chances a été nommée en 2013.

Autres activités : Une formation sur le thème "La culture et les langages de la violence", a été organisé par l'Université de Saint-Marin et par l'Autorité pour l'Égalité des chances.

Groupe cible : Les participants étaient : les directeurs des écoles, des membres du personnel de différents services de l'institut de sécurité sociale, comme l'unité de Santé Mentale, le service des mineurs, pour le handicap, ainsi que des membres des forces de l'ordre.

Objectif 2.
Prévenir et combattre la violence à l'égard des femmes

Changements législatifs : Saint-Marin a ratifié la Convention d'Istanbul le 28 janvier 2016.

Une loi spécifique a été adoptée par le Parlement le 6 mai 2016 : les « Normes de mise en conformité du système juridique saint-marinais aux dispositions de la Convention d'Istanbul ».

Cette loi a notamment introduit de nouveaux délits dans le Code pénal comme les mariages forcés, les mutilations génitales et la stérilisation forcée.

Autres activités : Outre la formation sur "la culture et les langages de la violence" mentionnée plus haut, des cycles de projections cinématographiques sur le thème de la violence avec des projections gratuites et ouvertes à tous ont été organisés.

De plus, un programme de formation continue sur le thème de la violence de genre pour l'année 2015/2016 est en cours. En effet, le décret n.60 de 2012 prévoit des formations annuelles obligatoires pour former le personnel socio-sanitaire, des forces de l'ordre, du secteur de l'éducation au sens large, et également les magistrats, médiateurs familiaux, psychologues et autres.

Une formation plus spécifique sur le thème «la violence de genre comme problème de santé publique: suggestions pour l'accueil et les soins" s'est également tenue pour les spécialistes des unités du Service des Mineurs et de tous les professionnels de la santé.

Il y a eu également des journées de sensibilisation dans les collèges, lycées, et centres de formations professionnels, un concours d'écriture sur le thème « comment faire disparaître la violence faite aux

femmes », des spectacles de théâtre.

Le 25 novembre 2015, la Convention d'Istanbul a été présentée à la population lors d'une conférence.

La télévision nationale a aussi retransmis la vidéo du Conseil de l'Europe sur la lutte contre la violence à l'égard des femmes.

Groupe cible : Tous les professionnels qui pourraient entrer en contact avec des victimes présumées, et tous les étudiants pour la sensibilisation, la population en général.

Objectif 3.

Garantir l'égalité d'accès des femmes à la justice

Changements législatifs : La loi n.97 de 2008 prévoit la gratuité de l'assistance légale pour les victimes de violences.

Le texte de la loi a été envoyée dans tous les foyers saint-marinais et bureaux publiques afin que tous puissent en prendre connaissance et savoir à qui s'adresser en cas de besoin.

Avec les normes de mise en conformité à la Convention d'Istanbul de 2016, un Fonds pour l'assistance financière aux victimes a de plus été créé. Toutes les personnes présentes sur le territoire saint-marinais peuvent y avoir accès. Un dédommagement à la victime au cas où l'Etat n'aurait pas appliqué les normes de prévention et protection nécessaires, a également été mis en place.

Changements politiques : C'est plus un changement institutionnel que politique : 3 nouveaux juges femmes sont entrées au Tribunal cette année. Elles sont donc au nombre de 8/17, auxquelles s'ajoute la Présidente.

COUNTRY: SERBIA

Objective 1. Combating Gender Stereotypes and Sexism

1. The Government of the Republic of Serbia adopted a new Strategy on Gender Equality and its Plan of Action (2016-2018) in January 2016 ("Official Gazette of the RS", No. 4/16). The Strategy stipulates activities addressed to the improvement of gender equality culture and the eradication of gender stereotypes through various activities:

- implementation of gender sensitive language in formal education in order to eliminate gender stereotypes and latent discriminatory contents in curriculum,
- promotion of gender studies at the university level,
- raising public awareness on equality between women and men and about gender-based violence in order to face with negative impact of gender stereotypes.

2. The activities should be conducted by ministries concerned in co-operation with international organizations, media and organizations of civil society. It's been projected that programmes broadcasted by public services ought to contribute to the promotion of gender equality and deconstruction of gender stereotypes and traditional roles. The objective is to enhance capacities of media and make them sensitive in terms of gender equality and eliminate any sexist and misogynist issues on a long term basis. That should lead to the decrease of sensationalistic reporting also.

3. It has been planned that the Plan of Action will be evaluated in 2018.

Objective 2. Preventing and combating violence against women

1. The Ministry of Justice has implemented a project with an aim to evaluate existing Serbian penal legislature in terms of harmonization with provisions of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention). The project has been run in co-operation with Policy Legal Advice Centre and it has been expected that it would result by the adoption of amendments to the Penal Code in Q4 of 2016. Among others, changes will include: criminalization of acts of stalking, forced marriages, FGM.

2. In addition to the above, the Working Group was established to draft Anti-Violence Act in order to address domestic violence and gender-based violence. So far, public hearings were organised in 8 places in Serbia with participation of Public Prosecutor's Office, local authorities and civil society as well as ministries in charge of justice and social affairs. The Draft should be in National Parliamentary proceeding until the end of 2016. The proposed legal instruments will regulate urgent measures and police conducting in situations of domestic violence and/or violence against women, including an initial assistance to victims. It will also stipulate co-operation of institutions concerned in order to alleviate suffering of the victims (right to legal aid, individual plan of assistance), running a database of cases of this kind of violence (victims and perpetrators), set up Government's Council in charge of monitoring and facilitating measures addressed to violence against women and/or domestic violence and regulate the organization of training of officials and staff members involved in the relevant proceeding and remedies to victims and special measures addressed to perpetrators.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

1. The Republic of Serbia held parliamentary and local elections on 24 April 2016. Among others, they were conducted in accordance with Article 20(3) of the Local Election Act ("Official Gazette of the RS", Nos. 129/07, 34/10 and 54/11) and Article 40a of the Parliamentary Election Act ("Official Gazette of the RS" Nos. 35/20, 57/03, 72/03, 75/03, 18/04, 101/05, 85/05, 28/11, 36/11 and 104/09) regulating that on the list of nominees every third person has to come from less represented sex (women or men). As result, at the end of May 2016, the Republic of Serbia set up a new Parliament where out of 250 MPs 34% are women and 66% men. Speaker of the National Parliament is a woman as well as two Vice-Speakers (four Vice-Speakers are men). In terms of percentage, the same situation is in local representative organs after the latest election.

2. However, the situation on the balanced participation of women and men in executive power is quite different. The Republic of Serbia elected a new Government on 11 August 2016 and out of 20 members (including the Prime Minister, who is a man) only five are women. But, this result is even better compared with the previous Government, which had only four women.

3. The already mentioned National Strategy on Gender Equality within Objective 1. of this report also covers measures and activities addressed to balanced participation of women and men in political and public life, namely implementation of policies and measures to meet the equal opportunities for women and men, including reconciliation of public and private life, improvements at Labour Market in favour to less employed sex (women), gender equality in security sector and at rural areas covering:

- increase of father's/parental leave and creation of new alternative services for children, elderly and dependants care,
 - increase of women's participation in governing and monitoring boards of state owned entities and enterprises/companies,
 - initiative for no less than 30% of women's participation in advisory and expertise bodies at all levels mandated for planning and drafting of public policies and measures, in particular in the fields of health, economic development, education and science and agriculture and rural development.

Compared with 2012, an increase of 5% of women's participation in political parties, including marginalized women (handicapped, Roma, elderly) has been stipulated, too.

Objective 5.

Achieving gender mainstreaming in all policies and measures

1. In addition to the Ministry of Labour, Employment, Veterans and Social Affairs mandated to execute policies related to gender equality in accordance with Article 16 of the Ministries Act ("Official Gazette of the RS", nos. 44/14, 14/15, 54/15 and 96/15), the Government of the Republic of Serbia established the Co-ordination Body for Gender Equality in order to co-ordinate and mainstream all Government's policies in terms of gender equality and to follow measures implemented by the ministries concerned in this particular field. The Body is chaired by the Vice Prime Minister, and consisted of representatives of the General Secretariat of the Government, Ministry of Labour, Employment, Veterans and Social Affairs, Ministry of Defence and the Chamber of Commerce and Industry of the Republic of Serbia. There has been also about 100 local mechanisms for gender equality established in accordance with Article 39 of the Gender Equality Act of 2009 ("Official Gazette of the RS", No.104/09).

2. In December 2015, the Republic of Serbia adopted a new National Budget Act ("Official Gazette of the RS", No. 103/15). It regulates, among others, gender sensitive budgeting aimed to establish a procedure, which will affect public budgetary beneficiaries and their annual plans gradually until 2020 when all of them would be obliged to be a part of gender sensitive budgeting. According to the Act, the annual projections of gradual introduction of gender sensitive budgeting (programmes and beneficiaries) would be provided by Minister in charge of public finance, Secretary of Finance of Vojvodina Province, local authorities in charge of public finance until 31 March every year. They are bound to conduct them in co-ordination with institutions responsible for gender equality mentioned in the previous paragraph. In this regard, the Co-ordination Body for Gender Equality of the Government of the Republic of Serbia and the Ministry of Finance initiated creation of three-member teams for gender sensitive budgeting in April 2016. On national level, the teams have been consisted of assistants to ministers, heads of financial departments of ministries concerned and persons in charge for the implementation of relevant programmes.

3. It should be emphasised that the new National Strategy on Gender Equality of January 2016 stipulates the gender mainstreaming in policies at all levels (setting up and functioning of gender equality mechanisms, gender perspective included in all measures, gender budgeting, co-operation between authorities and organizations of civil society). One of the objectives is raising capacities of gender equality mechanisms in order to meet commitments set up in the Beijing Platform for Action.

COUNTRY: SLOVENIA

Objective 1. Combating Gender Stereotypes and Sexism

Policy Changes: Based on the Resolution on the National Programme for Equal Opportunities for Women and Men 2015 – 2020 (adopted in October 2015) a biannual action plan 2016-2017 was adopted in 2016. The new action plan defines measures and activities in eight priority areas which also contributes to combating gender stereotypes and sexism in the following areas: equal economic independence, reconciliation of work and private and family life, knowledge-based society without sex and gender stereotypes, social inclusion, health, balanced representation of women and men, violence against women and gender equality in foreign policy and international development co-operation.

Other activities: In 2016 and 2017 the Ministry of Labour, Family, Social Affairs and Equal Opportunities is implementing a project Active.All (co-financed by the European Commission REC fund. The aim of the project is among others to reduce gender stereotypes and to promote more equal sharing of responsibilities between women and men in housework and care.

(http://www.mddsz.gov.si/si/delovna_podrocja/enake_moznosti/projekti_iz_sredstev_eu/aktivnivsi/) only in Slovene

In 2016, the Ministry of Labour, Family, Social Affairs and Equal Opportunities implemented awareness raising media campaign in the framework of the project "Towards Equalising Power Relations Between Women And Men (co-financed by Norway Grants). Main message of the campaign was: Let's support gender equality! Campaign included: TV add, radio add, jumbo poster, e-poster, website (www.uravnotezenost.si), Facebook, Gmail and Twitter advertising. Media campaign targeted three different topics: balanced participation and representation of women and men in politics and in business and reconciliation of work and private-life. Part of the website of the campaign was also the Museum of stereotypes. As we believe all stereotypes belong to the museum a special social app has been set up. Visitors of the website can send their stereotypes which will be then published in the virtual museum.

(http://www.mddsz.gov.si/si/delovna_podrocja/enake_moznosti/projekt_iz_sredstev_egp_in_nfm/medijska_kampanja/) only in Slovene

The same year, the Ministry of Labour, Family, Social Affairs and Equal Opportunities also organised a thematic meeting Let's put gender equality in the media. The aim of the event was to present and share knowledge on different approaches in promoting women and gender equality in the media, in particular by combating gender stereotypes and misrepresentation of women and men in the media. In March 2016 the Association SOS help-line for women and children victims of violence organised a seminar "Violence against women and domestic violence – How to report". The aim was to talk about appropriate media reporting of all forms of violence against women. Also online guidelines for media and other relevant professional were prepared.

Other projects:

- Fathers and employers in action - ODA link: <http://www.mirovni-institut.si/en/projects/fathers-and-employers-in-action-oda/>
- Gender Equality in distribution of economic power (EQPOWEREC) link: <http://www.eqpowerrec.si/en>
- Gender Equal Management Approach (GEMA) link: <http://gema-project.eu/index.php/en/>

- Reconciliation of Professional and Family Life in Collective Agreements: Role of Social Partners in the Promotion of Gender Equality (GEQUAL) link: <http://www.institut-delolo.com/S40300/GEQUAL?Language=en>

Target Group: Professional public (child care, elementary education, social workers, community medical service professionals, municipal administration, NGOs), municipal decision-makers, employees, employers and trade-unions, parents of pre-school and elementary school children and their children, general public with the emphasis on fathers and young men (future fathers), media representatives, academics

Objective 2.

Preventing and combating violence against women

Legislative Changes: The Family Violence Prevention Act focusing on violence against women from 2008 is in the process of being amended.

Other activities: Slovenia ratified Istanbul Convention in February 2015 and in order to be in line with the Article 10, in April 2016 Slovenian government established intergovernmental working group for the monitoring of the implementation of the Istanbul Convention. As establishing efficient co-operation between the governmental, non-governmental organisations and civil society is crucial for the implementation, monitoring and evaluation of policies and measures to prevent and combat all forms of violence covered by the Istanbul Convention we believe that the Council of Europe assistance can be a valuable mechanism to strengthen our commitments to fully implement its provisions. Therefore we have expressed an interest to participate in the Council of Europe Violence against Women project in order to help us to better promote the Istanbul Convention, to support strengthening regulatory framework and to assist in building and strengthen institutional and operational capacity of all relevant actors involved in the process of combating violence against women and girls in Slovenia.

Target Group: Decision-makers; Professionals who are dealing with victims and/or perpetrators of violence at their everyday work place; Victims and perpetrators of violence against women and domestic violence.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: The Ministry of Labour, Family, Social Affairs and Equal Opportunities is in the process of preparing a legal basis for the introduction of gender quotas in management and supervisory boards of business companies.

Other activities: In June 2016 Slovenia hosted a mutual learning seminar on promoting women in political decision-making positions organised by the European Commission and presented its initiatives on awareness raising and legislative quotas with the aim to improve the under-representation of women. The documents related to the seminar are available http://ec.europa.eu/justice/gender-equality/other-institutions/good-practices/review-seminars/seminars_2016/political_decision_making_en.htm.

Projects:

- Obtaining political Equality by new names link (OPENN) link: <http://www.mirovni-institut.si/en/projects/obtaining-political-equality-new-names-openn/>
- Network MEMA link: <http://network-mema.com/>

Objective 5.**Achieving gender mainstreaming in all policies and measures**

Other activities: Gender mainstreaming training for ambassadors was conducted by the Ministry of Labour, Family, Social Affairs and Equal Opportunities. Main objective of the training was to discuss gender stereotypes and present national political priorities in the field of gender equality.

In December 2015, the Ministry of Labour organised two-day seminar for all national co-ordinators for Equal opportunities of women and men working in the ministries and their deputies. The aim was to present newly adopted National Programme for Equal Opportunities for Women and Men 2015 – 2020 and to discuss how to effectively implement it in practice.

In 2016 Gender mainstreaming guidelines for Equal opportunities of women and men co-ordinators working within the ministries were prepared by the Ministry of Labour, Family, Social Affairs and Equal Opportunities.

In April 2016 Slovenian Center of Excellence in Finance in co-operation with the Ministry of Labour, Family, Social Affairs and Equal Opportunities organised two-day Gender responsive budgeting (GRB) Roundtable. The main aim of the roundtable was sharing experience and learning from each other with purpose to give GRB more prominent role in reform processes. A first day was dedicated to analysis on gender responsive budgeting and it's relation to public financial management, second day focused on national experience of Austria, Italy, Morocco and Slovenia.

Target Group: Professionals, national and international experts, decision-makers, co-ordinators for equal opportunities for women and men in the ministries, ambassadors

COUNTRY: SPAIN

Objective 1. Combating Gender Stereotypes and Sexism

Other activities: From October 2015 to July 2016, the [Observatory of Women's Image](#) of the Institute of Women and for Equal Opportunities (hereinafter, the Institute) has received 881 complaints involving 402 companies and the media, of which 63% (558) correspond to advertising content and 37% (323) to non-advertising content: media (210) and other sectors and activities (113).

During the reference period, the Observatory has also carried out the following actions:

- Filed a lawsuit against a Spanish company for unlawful sexist advertising.
- 65 requirements and sexist claims.
- 22 recommendations to improve the treatment of women's image.
- 3 forwarded to the competent body on account of its subject matter (Spanish National Commission for Markets and Competition; Government Office for Gender-based Violence; Spanish Railway Company, RENFE).

The [Virtual School of Equality](#), currently in its sixth edition (2014-2016), provides on-line gender equality training in several areas. In this edition 42.000 places have been offered as well as a new course for the State Security Forces which has had great success, with participation rates of 1,034 officers and officials of the National Police during the first two months, making special reference to the fact that 682 are men, representing 66% of overall participation.

The 7th edition of the Virtual School of Equality will start in September 2016. It will continue providing gender equality training in different areas until September 2017, with an expected participation of 21,000 persons.

As regards the ["Equal Education Plurales"](#) project, already mentioned in our previous report, it ended in December 2015. The aim of this project was to elaborate Equality Plans in education centres, including measures and activities to eliminate gender biased educational pathways:

- Equality training for teachers
- Increasing visibility of women in the field of science (exhibitions, conferences, etc.)
- Review of teaching material and preparation of complementary activities designed to balance horizontal segregation in the choice of future professionals.

At the end of this project, the different instruments designed during the three years of its implementation, including techniques and materials promoting equal opportunities, were presented. The final outcome is therefore an effective methodology, ready to be mainstreamed in schools with an operational programme based on equality in education.

As regards the dissemination in Spain of the work carried out by the Council of Europe related to this objective, reference must be made to the dissemination of the campaign against sexist hate speech, uploaded on to the website of the Institute of Women and for Equal Opportunities, on the occasion of the International Women's Day.

Objective 2.

Preventing and combating violence against women

Legislative Changes

- Royal Decree 9/2015, of 10 July, on urgent measures to reduce the tax burden borne by taxpayers of IRPF (personal income tax) and other economic measures: aid to victims of violent crimes provided for in Law 35/1995, of 11/12, and aid and assistance to victims of violent crimes and against sexual freedom, and aid provided for in article 27 of the Organic Law 1/2004, of 28/12, on Comprehensive Protection Measures against Gender Violence, and any other public aid granted to victims of gender-based violence due to that status, are considered income exempt of taxation for purposes of the Personal Income Taxes as well as having the status of indefeasible.
- Law 31/2015, of 9 September: amending and updating legislation on self-employment and adopting measures promoting and developing self-employment and Social Economy, including victims of gender-based violence in the so-called "Specially Protected Flat Rate", so that women in this group may have greater ease when undertaking business on their own.
- Law 45/2015, of 14/10 on Volunteering: establishing restrictions in the regulation of requirements and access conditions to volunteering work to prevent convicts of human trafficking, gender-based violence, domestic violence or terrorism from participation in projects, especially those whose beneficiaries are children, families and women.

See also reference in Objective 3, to Law 42/2015 regarding free legal aid to victims of gender-based violence and of human trafficking.

Policy Changes

- The "[National Strategy for the Eradication of Violence against Women 2013-2016](#)": All the actions carried out by the different ministerial departments, autonomous communities and other public institutions, in compliance with the 284 measures foreseen in the Strategy, are reflected in the first Implementation Report presented to the Council of Ministers on November 20, 2015. In addition, the Report gives information on the development and analysis of main data concerning gender based violence from 2015 to September 31st, 2015. It also points out that 54% of the measures have been implemented, 26% are being implemented and 20% were pending implementation at the date of the report.
- On 19 September 2015 the Council of Ministers approved the [II Comprehensive Plan against trafficking of women and girls for sexual exploitation purposes 2015-2018](#). The first implementation report of this Plan will be presented in the second semester of 2016.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes

- [Law 42/2015, of October 5, modifying Law 1/2000 on civil procedure](#). This Law modifies some provisions of [Law 1/1996 on Legal Aid](#) in relation to, among others, victims of gender violence and human trafficking:
 - *Article 2 g)* states that free legal aid will be provided, on an immediate basis, to women who are victims of gender violence or human trafficking, regardless of their economic

resources. The new wording of this provision also states that the same lawyer must assist the victim of gender violence during the different judicial processes in which she may intervene, provided that her right to defence is duly guaranteed.

- *Article 24* establishes, with the new wording, that Bar Associations shall have a permanent guard-duty intended to provide legal advice and assistance to victims of gender violence and human trafficking.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Other activities: Regarding the initiatives and programmes that are being carried out to boost women in economic decision-making positions, the fourth edition of *"Promociona Programme"*, already reported last year, is being developed.

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ince it was launched in 2013, almost 300 high-profile women managers and more than 150 companies have participated so far. Of those participants in the first three editions, 30% have already been promoted. Due to the huge demand in this fourth edition the programme extended the number of vacancies to 70 extra participants, being fully financed by their companies.

As for the other initiative, *"Más Mujeres, Mejores Empresas"* (*More Women, Better Companies*) on the one hand, new voluntary agreements with new companies have been signed; and, on the other, the monitoring and evaluation of the existing ones has started. At present, 86 companies have committed themselves to develop and implement targeted measures to reach specific targets regarding gender balance in top decision-making positions in a four-year period.

For women in rural areas, mention must be made to the *Project on entrepreneurship and leadership promotion for women in decision-making bodies of companies of the agrifood sector*. This project is carried out by the Institute for Women and for Equal Opportunities in partnership with Spanish Agrifood Co-operatives to increase the participation of women in the Advisory Boards of Agrifood Co-operatives and Co-operative federations, as well as to kick-start the launching of entrepreneurial actions in rural areas as a source of new job opportunities for women.

The awareness-raising actions for the Advisory Boards and the training measures for women in the co-operatives, have contributed to give a higher recognition of the value of women's role in the agro sector and awareness about the importance of their participation in advisory and decision-making boards has been put in the spotlight. Accordingly, the statutes and strategic plans of the Regional Federations have been modified in order to promote women's presence at the Advisory and Governing Boards and representation of the Agri-food co-operatives and the equal opportunities approach has been implemented both in internal and external events of the National Federation and territorial bodies.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative changes:

- Law 48/2015, of 27 October, on the General State Budget for 2016, modifies the consolidated text of the General Social Security Law, approved by Legislative Royal Decree 1/1994, of 20 June, recognising a supplementary payment to contributory pensions of the social security system for women who have had two or more children. It also modifies the consolidated text of the Law on State Pensions, approved by Legislative Royal Decree 670/1987, of 30 April, recognising this

maternity supplementary payment within the State Pension regime.

In addition, this Law modifies the consolidated Text of the Basic Statute of the Public Employee, introducing the right to enjoy holidays once the year they belong to has ended, in cases where maternity leave, temporary invalidity, risk during breastfeeding or pregnancy, have prevented enjoyment of those holidays. On the other hand, it adds the possibility of establishing a paid leave for pregnant women civil servants starting the first day of the 37th week of pregnancy and on the 35th week in the case of multiple pregnancy.

- Law 47/2015, of 21 October, which regulates the social protection of persons working in the maritime and fishing sector, includes reference to the risk during pregnancy and breastfeeding; it also states that the composition and functioning of the management participating bodies have to comply with the principle of balanced presence between women and men.
- Royal Decree 850/2015, of 28 September, modifies Royal Decree 1615/2009, of 26 October, that regulates the award and use of the "Business Equality Label", which acknowledges excellence in a company regarding gender equality. This reform favours the implementation of reconciliation and co-responsibility measures and promotes the presence of women in boards and in managerial and decision-making positions.

Policy Changes: Spain has continued implementing the policies and lines of actions set forth in the Strategic Plan on Equal Opportunities between Women and Men 2014-2016, whose three main axes are employment, reconciliation and violence against women. It includes 224 measures and an evaluation and monitoring program. At the present moment, 94% of the measures foreseen in the Plan count with actions carried out to implement them.

Among the measures foreseen in this Strategic Plan is the approval of a series of Plans, two of which took place during the reference period:

- [Plan for the Promotion of Women in Rural Areas 2015-2018](#), approved by the Council of Ministers, on 9 October 2015. This Plan reinforces the integration of the equality principle in the different actions carried out by the General State Administration in rural areas:

The specific objectives of the Plan are to:

- o Make the role carried out by women in rural areas visible and to disseminate it to society.
- o Overcome the employment and entrepreneurship gender gap in rural areas.
- o Facilitate the reconciliation of personal, work and family life and the equal sharing of care responsibilities between women and men in rural areas.
- o Promote the inclusion of women in decision-making and participatory bodies and positions.
- o Support the work of rural women's associations as a key element of social, economic and cultural revitalization.
- o Incorporate the principle of equal opportunities between women and men when designing rural promotion policies.
- o Improve and update knowledge of the situation of women in rural areas.

The 82 actions foreseen in the Plan are grouped up in five fields: economy, employment and entrepreneurship; participation of women from rural and fishing areas in decision-making; promotion of reconciliation and equal sharing of care responsibilities; incorporation of the principle of equal opportunities in the design of policies to promote rural and fishing areas; and, foster knowledge of the situation of women from rural and fishing areas.

- [II Plan for Equality between Women and Men in the General State Administration and in its Public Bodies](#), approved by the Council of Ministers in November 2015, in agreement with the trade union organizations. This Plan is approved in compliance with article 64 of Organic Law 3/2007 on effective equality of women and men.

The Plan has three main objectives:

- o Reduce inequalities that may still exist regarding the professional career of General State Administration personnel.
- o Support the reconciliation of personal, family and work life and the equal sharing of care responsibilities between women and men.
- o Pay particular attention to situations that require especial protection, such as gender violence victims or harassment prevention.

The seven lines of action to develop this Plan are:

- o Access to public employment
- o Equality, working conditions and professional career
- o Training, information and awareness-raising
- o Working time, reconciliation and equal sharing of personal, family and work life
- o Remunerations
- o Gender violence and other situations in need of especial protection
- o Instrumental measures

In addition, in compliance with article 18 of Organic Law 3/2007 on effective equality of women and men, the Council of Ministers approved on 20 November 2015, the "Periodic Report on all actions carried out regarding the effectiveness of the principle of equality between women and men in 2012-2013 and the most relevant actions of 2014-2015", which was submitted to the Parliament.

ADDITIONAL COMMENTS:

The webpages of the Ministry of Health, Social Services and Equality and the Institute of Women and for Equal Opportunities, during the reference period, have been disseminating, in Spanish, the gender equality norms and standards of the Council of Europe and the new developments.

COUNTRY: SWEDEN

Objective 1. Combating Gender Stereotypes and Sexism

Legislative Changes: There are no specific legislative changes in connection to Objective 1 during 2016. However, a governmental commission on better possibilities to combat discrimination will deliver its report on 16 December 2016.

Policy Changes: In the autumn of 2016 the Government is planning to decide a new and comprehensive outline for the directions for future gender equality politics in Sweden. This outline includes questions on how to combat gender stereotypes and sexism in connection to all of the different targets for gender equality policy in Sweden. More details on the outline, and examples on how questions on combating gender stereotypes and sexism are included, can be given after this policy outline has been adopted.

Other activities: The new outline for Sweden's gender equality policy contains a national long-term strategy to prevent and combat men's violence against women (see further Objective 2). This strategy highlights violence prevention and specifically universal violence prevention targeting stereotypical norms of masculinity as a cause of violence.

Target Group: Decision-makers and professionals at all levels within all sectors as well as the general public.

Objective 2. Preventing and combating violence against women

Legislative Changes: With the aim to enable early interventions against suspected crimes, Sweden has criminalised conspiracy to commit forced marriage, as well as failure to prevent a number of crimes, including forced marriage and female genital mutilation. The revised provisions became effective on 1 July 2016.

Policy Changes: The Government is preparing a comprehensive national long-term strategy to prevent and combat men's violence against women, to be decided in the autumn of 2016. In line with Sweden's gender equality policy, the strategy includes actions against prostitution and trafficking for sexual purposes. Otherwise its scope corresponds with that of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence. The national strategy aims to improve the co-ordination of work within and between all relevant sectors around four general objectives and specifically promotes initiatives of prevention.

Other activities: A number of actions are being prepared within the framework of the new national strategy, e.g. new legislation to better protect children who are exposed or subjected to violence in intimate relationships, new commissions for government agencies concerning methods of identifying violence, risk and needs assessments, funding of NGO:s and government inquiries into specific issues.

Target Group: Decision-makers and professionals at all levels within all sectors as well as the general public.

Objective 3. Guaranteeing Equal Access of Women to Justice

Legislative Changes: No specific legislative changes. The Swedish Constitution is an important starting point regarding equal access to justice for women and men:

Ch. 2 Art. 13 Instrument of Government: No act of law or other provision may imply the unfavourable treatment of anyone on grounds of gender, unless the provision forms part of efforts to promote equality between men and women or relates to compulsory military service or other equivalent official duties.

Policy Changes: The Swedish Government runs a programme for gender mainstreaming in government agencies, aiming at integrating a gender equality perspective in the core activities of the agencies concerned (see answer to Objective 5 below). The programme includes authorities in the judiciary system, such as the Swedish Police Service, the Prosecution Authority, the Swedish National Courts Administration, the Swedish National Council for Crime Prevention, the Swedish Prison and Probation Service, etc.

Other activities: Examples of measures taken:

In April 2012 the Government decided to appoint a national co-ordinator against violence in close relationships. The co-ordinator's remit includes working for better effectiveness, quality and long term effects in work on violence in close relationships. The co-ordinator is also to work for better collaboration between the parties affected, consider how preventive action can be developed and consider how support to voluntary organisations can be strengthened. A final report on the work of the co-ordinator was presented in June 2014. The Government has decided about 10 measures in line with proposals put forward by the National Co-ordinator on Domestic Violence. Amongst others, the Government in June 2016 commissioned the Swedish National Council for Crime Prevention to compile information on police methods to prevent repeat violence against adults and children in close relationships. A final report on this commission is to be presented by 30 November 2017 at the latest.

The Government has commissioned the Swedish Crime Victim and Support Authority to map the needs of victims of crime regarding support during the criminal justice process and propose improvements in support through digital means.

As is outlined under Objective 2 above, a number of actions are being prepared within the framework of the new national strategy to combat men's violence against women. Further, reports from several inquiries are currently being considered by the Government, relating to, inter alia, online hate speech and trafficking in human beings.

In 2014, the Government appointed an inquiry to review the rape crime. The review includes considering whether legislation based on consent regarding criminal liability for the crime of rape should be introduced. The inquiry shall, among other things, submit proposals on how the regulation of a specific criminal liability for negligence offense regarding rape could be designed and review and analyse how rape cases are handled by the judicial system. The inquiry will report in October 2016.

Target Group: Decision-makers and professionals at all levels within all sectors as well as the general public.

Objective 4.**Achieving balanced participation of women and men in political and public decision-making**

Legislative Changes: In order to achieve a more equal distribution of women and men on leadership positions in the workforce, the Government has suggested that the Discrimination Act be revised. According to the bill, employers are to promote an equal distribution of women and men in various kinds of jobs and positions via education, capacity building and other initiatives. The proposal implies a strengthening of the current legislation, explicitly stressing that special measures introduced by employers should comprise leadership positions. The proposed revisions have been adopted by Parliament and will enter into force 1 January 2017.

The government is of the opinion that the representation of women on company boards must increase. In September 2016, the government announced that a bill will be presented to the Parliament suggesting that corporate gender quotas be introduced.

Policy Changes: Academia is an area in which male dominance in leadership positions is particularly pronounced. The proportion of women among the country's professors has increased from 14% to 24% over the past ten years, but gender balance is not yet achieved. The Government has adopted new recruitment objectives, stipulating that the proportion of women professors will increase by 9 percentage units per university during 2017-2019, and has formed a national expert group on gender equality in academia.

The Swedish Government has adopted an action plan for 2016-2020 to implement the UNSC resolutions on women, peace and security. This is Sweden's third action plan on this topic. The intention is to strengthen women as actors for peace and security. The thematic focus for the plan is women's influence and meaningful participation in peace processes, conflict prevention, protection from violence as well as an integrated gender perspective in all action for peace and security.

Other activities: The Government promotes an equal balance of women and men in leadership positions in central Government positions and in state-owned companies. An equal proportion of women and men are nominated to public boards and committees and the boards of state-owned companies. The proportion of women in the boards of government agencies was 51% in 2016, and the proportion of women chairs in these boards were 49%. The goal of gender parity has therefore been achieved in this sector.

Target Group: Decision-makers and professionals at all levels within all sectors.

Objective 5.**Achieving gender mainstreaming in all policies and measures**

Policy Changes: Gender mainstreaming is a pivotal tool for the Swedish Feminist Government to implement gender equality policies. It is viewed by the Government as a strategic tool to enable women and men, girls and boys to have equal opportunities. Gender mainstreaming in the Government Offices is guided by a government decision. A new government decision was made in June 2016 for the time period 2016-2020. It states that gender mainstreaming is a prerequisite for feminist policies and for achieving the national objectives of gender equality policy. The overarching objective for the gender equality policy is that women and men shall have equal power to shape society and their own lives. The new decision aims to further enhance and strengthen the work on gender mainstreaming in the Government Offices. Gender mainstreaming covers all policy areas and

processes in the Government Offices. The aim is that all initiatives and measures taken by the Government contribute to gender equality. The Government highlights four different priorities for gender mainstreaming in the Government Offices: the Budget Process and the Budget Bill, instructions for government authorities, the legislative process, such as terms of references for committees and bills, and EU-matters.

Gender budgeting as an application of gender mainstreaming in the budget process, has been given renewed focus within the Swedish Government. An extensive effort to further develop gender budgeting in the state budget is now under way. The purpose of this work is to strengthen the application of a gender equality perspective in the budget process. The government has taken important steps to ensure that the preparation of the Budget Bill for 2017 is gender mainstreamed. Among other things the budget circular contains a formalised requirement that policy proposals and reforms presented in the Budget Bill must be based on gender equality impact analyses, and new policy should be developed with a gender-sensitive approach. A step-by-step guide on how to conduct a gender equality analysis in the budget process has been developed, and trainings are provided for officials in the Government Offices, in order to ensure that hands-on, operative support is available in the Ministries. The work on Gender Budgeting has already resulted in improved and more extensive gender equality analysis and a more systematic use of statistics disaggregated by sex.

In the Budget Bill for 2016 the Government formulated goals for gender equality in several highly prioritised and strategic policy areas. These objectives are a means to concretise how other policy areas can contribute to implementation of gender equality policy goals, and the Government's feminist aspirations. Customised policy objectives and actions for gender equality, along with indicators to follow up the result, have been formulated. These strategic policy areas are labour market, health and social policy, education, foreign and development policy, and juridical policy.

The Government also runs a programme for Gender Mainstreaming in government authorities. The programme currently encompasses sixty public sector authorities in a wide range of policy areas. The aim is for these authorities to integrate a gender equality perspective in their activities, based on a tailor made Action Plan developed by the respective agency. The overall purpose of the programme for gender mainstreaming in the public sector is to ensure that the activities and services produced by participating government agencies contribute the Government's gender equality policy objectives. Reports from the participating authorities show that critical challenges, positive results and action plans related to their contribution to the achievement of the national gender equality objectives have been identified. The programme started in 2013 but has since been expanded in 2014 and 2016.

Other activities: The Government has launched a website, government.se/feministgovernment, with coherent information on Swedish gender equality policy.

In the Budget Bill for 2017, the Government states its intention to establish a gender equality agency, to be operational from the beginning of 2018. The need for such an agency was one important conclusion of the Gender Equality Inquiry, which presented its final report in October 2015. The Swedish National Audit Office report also deems that there is a need for an institutional structure that strengthens gender equality work and helps ensure a long-term approach and sustainability.

For the Government to ensure that gender equality policy priorities are reflected in governance of agencies and activities, a permanent structure at national level is needed. The precise details of its organisation, responsibilities, and interfaces and co-operation with existing structures will be prepared by an organising committee.

MAIN CHALLENGES:

For example, several reports, such as the Gender Equality Inquiry which presented its conclusions in 2015, have shown that more coherent management of gender equality policy is required to provide the conditions for monitoring and analysing gender equality progress, and provide co-ordination and support.

PAYS: SUISSE

Objectif 1.

Combattre les stéréotypes de genre et le sexisme

Autres activités : formation professionnelle initiale et formation professionnelle supérieure

La campagne FORMATIONPROFESSIONNELLEPLUS.CH comprend diverses affiches où la désignation de professions techniques apparaît dans la forme féminine afin de favoriser l'identification des femmes avec les professions techniques:

<http://www.berufsbildungplus.ch/fr/berufsbildungplus/kampagne.html>

(nouvelle campagne dès août 2015 jusqu'en 2019 – dernier rapport de la Suisse au 13 juillet 2015)

Groupe cible : enfants et jeunes adultes

Objectif 2.

Prévenir et combattre la violence à l'égard des femmes

Changements législatifs

1. Le projet de loi fédérale sur l'amélioration de la protection des victimes de violence doit aider à mieux protéger les victimes de violence domestique et de harcèlement: https://www.admin.ch/ch/f/gg/pc/documents/2307/Protection-des-victimes-de-violence_Projet_fr.pdf
 - Sur le plan civil, le projet prévoit plusieurs allègements, notamment de ne plus mettre les frais de procédure à la charge des victimes, de supprimer la procédure préalable de conciliation et de former les personnes chargées de la protection de la violence dans les services cantonaux.
 - Sur le plan pénal, le projet prévoit une aggravation des conditions nécessaires au classement de la procédure en cas de lésions corporelles simples, de voies de fait réitérées, de menaces ou de contraintes dans les relations de couple. En particulier, la décision de suspension de la procédure ne doit plus dépendre de la seule volonté de la victime. Dans leur décision, les autorités devront prendre en compte le comportement du prévenu, notamment le fait que celui-ci suive un programme d'apprentissage contre la violence.
2. Suite à une intervention parlementaire, un mandat externe a été confié sur la faisabilité et les coûts d'un numéro de téléphone uniformisé pour les victimes (soit toute victime au sens de la loi fédérale sur l'aide aux victimes d'infractions ; LAVI). Le rapport est attendu pour 2017.
3. Concernant la Convention d'Istanbul, les travaux de ratification sont en cours.

Autres activités : Le Congrès national sur la violence domestique, organisé chaque année par le Bureau fédéral de l'égalité entre femmes et hommes (BFEG; in English: Federal Office for Gender Equality), aura lieu le 22 novembre 2016 sur le thème « Auteur-e-s de violence domestique / Possibilités d'intervention et expériences pratiques »:

http://www.ebg.admin.ch/aktuell/00004/index.html?lang=fr&download=NHZlpZeg7t,Inp6l0NTU042l2Z6ln1ae2lZn4Z2qZpnO2YUq2Z76gpJCDd3t2f2ym162epYbg2c_JjKbNoKSn6A--

Objectif 3.

Garantir l'égalité d'accès des femmes à la justice

Changements politiques : Le 25 mai 2016, le Conseil fédéral a rendu son rapport au Parlement sur la base de l'étude du Centre suisse de compétence pour les droits humains (CSDH) consacrée à l'accès à la justice en cas de discrimination, y compris celle à raison du sexe. Il retient que la législation suisse offre dans son ensemble une protection suffisante contre la discrimination. Elle est toutefois lacunaire dans le domaine du droit privé et s'agissant des droits des homosexuels, des transgenres et des intersexués. L'étude du CSDH révèle par ailleurs des lacunes dans les procédures judiciaires. La rareté des actions en justice pourrait être le signe que les victimes méconnaissent les instruments juridiques dont elles disposent ou que ceux-ci offrent une efficacité toute relative au vu des obstacles procéduraux: <http://www.ejpd.admin.ch/ejpd/fr/home/aktuell/news/2016/2016-05-25.html>

Autres activités

- En février 2016, le BFEG a organisé un Colloque national sur les 20 ans de la loi fédérale sur l'égalité, mettant en lumière ses défis d'application et de mise en œuvre. Les contributions des expert-e-s sont disponibles (pour la plupart en français) ou peuvent être fournies sur demande: <http://www.ebg.admin.ch/dokumentation/00383/00789/index.html?lang=fr>
- Le BFEG a mandaté l'Université de Genève pour une analyse des diverses jurisprudences cantonales en matière de discrimination à raison du sexe entre 2004 et 2015, sous l'angle des obstacles à l'accès à la justice. Les résultats sont attendus pour 2017.
- Dans le cadre d'un sous-projet à l'étude mentionnée plus haut (cf. Objectif 3, Changements politiques), le Centre suisse de compétence pour les droits humains (CSDH) examine les indices susceptibles de mesurer l'accès à la justice en Suisse; les premiers résultats de l'étude sont attendus en décembre 2016: <http://www.skmr.ch/frz/axes/acces-justice/acces-femmes-justice/sous-projet-1.html>

La journée de lancement du sous-projet a eu lieu le 30 août 2016 à Berne, avec pour thème « La justice accessible à tous: un impératif des droits humains / Défis actuels pour la Suisse en matière de droits des femmes et des enfants »: <http://www.skmr.ch/frz/axes/acces-justice/evenements-acces-justice.html>

- Mise à jour en août 2015 du Guide de la CEDEF pour la pratique juridique (dernier rapport d'activités de la Suisse au 13 juillet 2015): <http://www.ekf.admin.ch/dokumentation/00596/index.html?lang=fr>

Groupe cible : avocat-e-s et juges

Objectif 4.

Assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique

Autres activités : La Commission fédérale pour les questions féminines (CFQF) présente en automne 2016 les résultats d'une évaluation externe sur le rôle des médias auprès des politiciennes lors des dernières élections du 18 octobre 2015 (le rapport sera publié après l'événement).

Objectif 5.

Intégrer dans toutes les politiques et dispositions une démarche soucieuse d'égalité entre les femmes et les hommes

Changements législatifs:

1. Par un projet modifiant la loi fédérale sur l'égalité entre femmes et hommes, le Conseil fédéral entend imposer aux employeurs de plus de 50 employé-e-s l'obligation légale d'analyser leur grille de salaires tous les 4 ans et de faire vérifier cette analyse par un organe de contrôle externe: <https://www.bj.admin.ch/bj/fr/home/staat/gesetzgebung/lohngleichheit.html>
2. Le Conseil fédéral prévoit d'adopter d'ici fin 2016 un projet de révision du droit des sociétés anonymes, fixant un quota de 30% du sexe sous-représenté dans les conseils d'administration et de 20% au sein des directions de sociétés cotées en bourse: https://www.bj.admin.ch/bj/fr/home/aktuell/news/2015/ref_2015-12-04.html
3. Le Parlement a accepté une révision législative du droit de l'adoption en faveur des partenaires enregistrés, mettant sur pied d'égalité les couples hétérosexuels mariés et les couples homosexuels enregistrés: <https://www.admin.ch/opc/fr/federal-gazette/2016/4757.pdf>
4. Le Conseil fédéral a soumis au Parlement un projet de modification de la loi sur les aides financières à l'accueil extra-familial pour enfants. Ce projet propose de nouvelles aides financières destinées à encourager une meilleure conciliation entre vie de famille et vie professionnelle. Les deux objectifs prioritaires des nouvelles mesures sont de diminuer les coûts de garde pour les parents et d'adapter l'offre à leurs besoins réels, particulièrement pour les enfants en âge scolaire. Le gouvernement prévoit de débloquer un budget de 100 millions de francs pour financer ces nouvelles aides: <http://www.bsv.admin.ch/aktuell/medien/00120/index.html?lang=fr&msg-id=62427>
5. Le Conseil fédéral a décidé d'élaborer un projet favorisant par incitation fiscale une meilleure intégration des femmes avec enfants dans le monde du travail (système d'imposition dit alternatif): <https://www.admin.ch/gov/fr/accueil/documentation/communiques.msg-id-63593.html>

Changements politiques:

1. Le Conseil fédéral a approuvé le Programme de législature 2015-2019, qui constitue la feuille de route du gouvernement suisse, Programme dans lequel figure expressément la garantie du respect de l'égalité des sexes (voir Objectif 9 : <https://www.eda.admin.ch/content/dam/eda/fr/documents/das-eda/Objectifs-Conseil-f%C3%A9d%C3%A9ral-2016-Volume-I-fr.pdf>). Fait partie dudit Programme, la Stratégie pour le développement durable 2016-2019 qui expose les visions du développement durable de la Suisse, désigne des objectifs concrets à atteindre avant 2030 ainsi que les mesures devant y contribuer, en référence à l'Agenda 2030 pour le développement durable adopté à l'échelle mondiale: <http://www.are.admin.ch/dokumentation/00121/00224/index.html?lang=fr&msg-id=60453>

L'égalité des sexes constitue un objectif en soi accompagné de mesures spécifiques: http://www.are.admin.ch/themen/nachhaltig/00262/00528/index.html?lang=fr&download=NHZLpZeg7t,Inp6IONTU042I2Z6In1ae2IZn4Z2qZpnO2Yuq2Z6gpJCEe393e2ym162epYbg2c_JjKbNoKS_n6A--

2. Le 6 septembre 2016, le Département fédéral de l'intérieur a lancé la signature d'une Charte pour le respect de l'égalité salariale dans le secteur public, selon laquelle les signataires s'engagent notamment à contrôler leurs systèmes salariaux et à faire respecter l'égalité salariale dans les marchés publics et les subventions accordés. 25 cantons et communes, outre la Confédération, l'ont déjà signée, et la Charte est ouverte à signature: <http://www.ebg.admin.ch/themen/00008/00072/00657/00815/index.html?lang=fr>

Autres activités: Le 24 août 2016, les présidentes et présidents des organisations faitières féminines, masculines et de promotion de l'égalité ont répondu à l'invitation du Bureau fédéral pour l'égalité entre les femmes et les hommes pour discuter des priorités en matière d'égalité et des projets à succès: <https://www.admin.ch/gov/fr/accueil/documentation/communiques.msg-id-63364.html>

COUNTRY: "THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA"

Objective 1. Combating Gender Stereotypes and Sexism

Legislative Changes: The gender equality and non-discrimination legal framework in "the former Yugoslav Republic of Macedonia" is made up of the Constitution of the Republic of Macedonia, laws, and ratified international treaties.

Policy Changes The fundamental values of the constitutional order of "the former Yugoslav Republic of Macedonia" are basic freedoms and rights of the individual and citizen, recognised in international law and set down in the Constitution. The right to non-discrimination and equality is enshrined in Article 9 of the Constitution of "the former Yugoslav Republic of Macedonia", which contains provisions on fundamental human rights and freedoms: "Citizens of the Republic of Macedonia are equal in their freedoms and rights, regardless of sex, race, colour of skin, national and social origin, political and religious beliefs, property, and social status." This constitutional provision has been transposed in a number of laws relevant in this area: the Law on Courts, the Law on Labour Relations, the Law on Equal Opportunities for Men and Women, the Law on the Family, the Law on Protection of Children, the Law on Primary Education, the Law on Secondary Education, the Law on Higher Education, the Law on Volunteering, the Law on Public Health, the Law on Associations and Foundations, the Law on Political Parties and other laws.

Thus, Articles 3 to 6 of the Law on Courts, *inter alia*, envisage that the goals and functions of the judiciary are to ensure equality, non-discrimination on any grounds, and legal security based on the rule of law. Everyone has the right to equal access courts to protect their rights and legally founded interests.

In the context of patients' rights, the Law on Protection of Patients' Rights prohibits discrimination on grounds of gender, race, colour of skin, language, religion, political or any other opinion, ethnic or social origin, belonging to an ethnic minority, material status, origin by birth, sexual orientation or any other status.

Furthermore, in the exercise of social protection rights, the Law on Social Protection prohibits direct and indirect discrimination on grounds of gender, race, colour of skin, national, ethnic, social, political, religious, cultural, linguistic and social affiliation, disability and origin.

The Law on the Protection of Children prohibits any form of direct or indirect discrimination and ill-treatment in the exercise of the rights of the child and in the application of any forms of child protection, as defined under the same Law.

The purpose of the Law on the Protection against Mobbing in the Workplace is to prevent and protect against psychological and sexual harassment on the job, i.e. workplace and to ensure a sound working environment.

The Law on Labour Relations incorporates provisions prohibiting discrimination (Article 6 of the Law), stipulating as well that provisions of collective agreements and employment contracts, which set forth and enable discrimination on any of the grounds referred to in Article 6 shall be null and void. This Law defines direct and indirect discrimination, as well as exceptions from the prohibition of discrimination, defining as well the terms of harassment and sexual harassment. In cases of

discrimination on any of the grounds referred to in Article 6 of this Law, job applicants or employees have the right to compensation of damages in line with the Contract Law.

The purpose of the Law on Equal Opportunities for Men and Women is to ensure equal opportunities for women and men in areas of politics, economy, and social protection, education, culture, health care, civil society and in any other area of social life. The Law contains definitions of equal opportunities for men and women, of equal treatment, gender discrimination, direct gender discrimination, indirect gender discrimination, gender based harassment, gender-based sexual harassment, full equality of women and men, equal representation and gender mainstreaming.

The Framework Agreement and the 2001 Constitutional Amendments grant the Ombudsman important competences in protection against discrimination. Thus, according to Amendment 11 to the Constitution, the Ombudsman "shall give particular attention to safeguarding the principles of non-discrimination and equitable representation of communities in state administration bodies, bodies of units of local self-government and in public services."

With a view to enabling the exercise of this constitutionally defined competence, a new Law on the Ombudsman's Office was adopted in 2003. According to Article 2 of this Law "The Ombudsman shall be a body of "the former Yugoslav Republic of Macedonia" that shall protect the constitutional and legal rights of citizens and all other persons when these are infringed by acts, actions and omissions by the state administration bodies and by other bodies and organisations that have public authority, and who shall undertake actions and measures for protection of the principle of non-discrimination and adequate and equitable representation of community members in the state administration bodies, the local self-government units and the public institutions and agencies."

The Law on the Prevention of and Protection against Discrimination, adopted in 2010, ensures prevention of and protection against discrimination in exercising rights guaranteed under the Constitution of the Republic of Macedonia, laws and ratified international treaties.

This Law prohibits any direct or indirect discrimination, invocation and stimulation of discrimination and helping in discriminatory treatment on the grounds of sex, race, skin colour, gender, belonging to marginalized group, ethnic origin, language, citizenship, social origin, religion or confession, other types of belief, education, political belonging, personal or social status, mental and physical disability, age, family or marital status, property status, health condition or on any other grounds established by law or by ratified international agreements.

This Law furthermore defines and prohibits serious forms of discrimination, such as multiple discrimination or discrimination against a person on several discriminatory grounds.

The Criminal Code guarantees criminal law protection against discrimination and inequality. Thus, the Criminal Code sanctions the following crimes: Violation of the equality of citizens; Endangering the security; Causing national, racial, or religious hate, discord, and intolerance

Other activities In this context, working towards the goal of achieving real gender equality and addressing the persistent inequalities often means to act differently with men and women, and to recognize that men and women have different needs and priorities, face different obstacles, have different aspirations and contribute to the development in different ways Assembly of "the former Yugoslav Republic of Macedonia" Pursuant to article 9, paragraph 3 of the Law on Equal Opportunities for Women and Men ("*Official Gazette of Republic of Macedonia*" No. 6/2012), adopted the National strategy on gender equality 2013-2020. The National Strategy on Gender Equality is a strategic document of "the former Yugoslav Republic of Macedonia" which is adopted in

order to promote equal opportunities for women and men in the overall social life in “the former Yugoslav Republic of Macedonia” for the period 2013 - 2020 year. Also, this document raises the importance of the issue of gender equality, given that it is adopted by the highest representative body in the country, i.e. the Parliament. The National Strategy on Gender Equality is adopted for a period of eight years, i.e. the period 2013 - 2020 year. According to the Law on Equal Opportunities (LEO), the Strategy includes a National Plan of Action on Gender Equality for a period of four years, which provides for taking short-term and medium-term actions that will be implemented through annual operational programmes.

“The former Yugoslav Republic of Macedonia” is implementing intensive activities to align its legislation with international human rights instruments, while co-operating with various UN treaty bodies. Hence, in 2011, “the former Yugoslav Republic of Macedonia” ratified the Convention on the Rights of Persons with Disabilities and its Optional Protocol. Furthermore, in 2013, “the former Yugoslav Republic of Macedonia” signed the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights, and the Protocol is expected to be ratified in the forthcoming period.

“The former Yugoslav Republic of Macedonia” has established national mechanisms for equal opportunities for women and men at central and local level. Nationally wise, the MLSP is the Ministry which is responsible for this issue, with direct competence of the Department of Equal Opportunities and the State Advisor on Equal Opportunities.

Furthermore, according to the LEO, in the frameworks of MLSP there is a civil servant - legal representative in charge of proving unequal treatment based on gender whose responsibility is to conduct a procedure for protection against discrimination based on gender for activities undertaken by public and private sector entities, in accordance with Article 3 of the Law.

According to LEO, all ministries shall appoint, from the order of civil servant, a co-ordinator and deputy co-ordinator for equal opportunities for women and men, who will have legally prescribed duties and responsibilities. They are responsible for the introduction of a gender perspective in their own ministry and for implementation of the Strategy and all other documents in the area of gender equality, as well as for the actions taken, for which they are obliged to submit annual reports to the MLSP.

In the frames of national mechanisms for gender equality, the Commission on Equal Opportunities for Women and Men in the Parliament of “the former Yugoslav Republic of Macedonia” plays an important role. Alongside with the Club of women MPs they are the two mechanisms which care for implementation of a gender perspective in the highest representative body for policy and decision making.

At local level gender mechanisms include the following structures: committees on equal opportunities for women and men (within the councils of local government, made up of councillors for a term of 4 years), and co-ordinators for equal opportunities for women and men (civil servant).

Target Group: Women and men as a cross-sectoral, horizontal and universal social and political priority.

www.mtsp.gov.mk

Objective 2.

Preventing and combating violence against women

Legislative Changes: Ministry of Labour and Social Policy in order to improve the prevention and protection against domestic violence, on 17 September 2014, "the former Yugoslav Republic of Macedonia" adopted the first systemic Law on Prevention, Combating and Protection against Domestic Violence.

The need for adoption of a new systemic Law on Prevention, Combating and Protection against Domestic Violence was imposed by the need to align the national legal framework with the contemporary European standards and good practices in this field, as well as with the relevant international documents and conventions. The Law is aimed at taking measures for prevention and protection of victims of domestic violence, respecting the fundamental human rights and freedoms, life, personal integrity, non-discrimination and gender equality, with due account taken of all competent institutions, citizens and non-governmental organizations in the interests and needs of victims.

The new regulation aims to improve the system of protection against domestic violence, specifically by:

- improving the prevention, combating and protection against domestic violence at the national and local level;
- undertaking specific actions for improving the prevention, in order to identify and reduce the incidence of domestic violence;
- establishing an efficient and effective system for protection, in order to reduce the consequences of perpetrated domestic violence and to prevent future violence;
- strengthening the multi-sectoral action taken by all professional structures, via the inclusion of the civil society;
- creating integral policies aimed at continuous monitoring and enhancement of the prevention, combating and protection against domestic violence.

Policy Changes: In 2011, "the former Yugoslav Republic of Macedonia" signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence. As a result of the signing of the Convention, the country adopted the Law on the Prevention of and Protection against Domestic Violence, which envisages the tasks that in-line institutions and associations are to dully undertake, defining as well their co-ordination and co-operation, with a view to preventing domestic violence and ensuring protection for victims. According to the said Law the victim has the right to assistance, support and protection against domestic violence. Victims furthermore have the right to be informed by official persons about their rights, about protection measures and procedures to be instituted for application of protection measures, and about available protection and assistance services. The said Law defines measures for protection of victims that are to be undertaken by Social Work Centres, such as accommodation of victims in shelters, centres for victims of domestic violence, then provision of relevant health care, psycho-social treatment, assistance for regular education of the victim's children, legal assistance and representation, and economic empowerment of victims through their active inclusion in the labour market.

With the aim of eliminating an immediate serious threat to the life and physical integrity of victims and members of their families, the said Law envisages a provisional protection measure, i.e. removal of the perpetrator of domestic violence from the home and a restraining order prohibiting the perpetrator to come close to the victim or the home. This measure is issued, i.e. applied upon

proposal of the Ministry of the Interior.

Other activities: Numerous campaigns and trainings for professional bodies working on the issue of domestic violence have been conducted (CSA, health institutions, police, courts, educational institutions, representatives of local government and civil society), thus strengthening institutional capacities for dealing with domestic violence.

- Women who receive social aid, victims of domestic violence, victims of trafficking, long-term unemployed women, single mothers, and based on redundancy and bankruptcy or other basis for social exclusion, the Strategy for Poverty Reduction and Social exclusion 2010-2020
- According to Article 2, paragraph 3 of the Programme for Development of Entrepreneurship, Innovation and Competitiveness of SMEs in 2010 (Official Gazette Nos. 5/2010 and 74/2010) is foreseen an activity - co-financing of projects of business centres to support small and medium enterprises (SMEs). One of the submitted and evaluated projects that will be co-financed under this programme activity by the ME is Project: "Interactive advanced trainings of existing women entrepreneurs" who have formed their own business in the past three years, and is submitted by the Foundation for SME Development Kumanovo.
- APPRM- Organising training for female entrepreneurship, Strategy for social exclusion and poverty reduction 2010-2020, provides activity in this direction
- Operational Plan of active programmes and employment measures for 2010 for the first time introduce and implement a Programme for promotion of entrepreneurship through existing business incubators and training for certain occupations and skills that are deficient in the labour market.

Target Group: All professionals from state institutions on the central and local level and social partners

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes: In "the former Yugoslav Republic of Macedonia", the legal framework that regulates gender equality and women's access to justice is composed of: the *Constitution*, laws, and ratified international conventions.

In terms of equal access of women to justice, the following constitutional provisions are important:

- Article 13, Paragraph 2 of the *Constitution* that guarantees the right to compensation and other rights determined by law to a person that has been unlawfully detained, apprehended or convicted;
- The right to appeal against individual legal acts issued in first instance proceedings by a court, administrative body or organisation, or other institutions carrying out public mandates is guaranteed under Article 15;
- Article 50 contains guarantees of fundamental freedoms and rights stipulating that every citizen may invoke the protection of freedoms and rights determined by the *Constitution* before the regular courts, as well as before the Constitutional Court of the Republic of Macedonia, through a procedure based upon the principles of priority and urgency. Judicial protection of the legality of individual acts of state administration, as well as of other institutions carrying out public mandates, is guaranteed. A citizen has the right to be informed on human rights and fundamental freedoms as well as to actively contribute, individually or jointly with others, towards their promotion and protection.

These constitutional provisions are adequately enshrined in the laws:

Article 3 of the *Law on Prevention and Protection against Discrimination* prohibits any direct or indirect discrimination, invocation and stimulation of discrimination and helping in discriminatory treatment on numerous grounds, including sex and gender. In fact, only this law and the *Criminal Code* regulate the protection against discrimination on grounds of both sex and gender.

Protection of gender equality is also promoted in Article 6 of the *Law on Labour Relations*, which stipulates that the employer must not put the job seeker or the employee in an unequal legal situation on grounds of gender, as well as on 13 other grounds. Furthermore, the same article guarantees that women and men must be provided with equal opportunities and equal treatment in access to employment, promotion at work, training, education, wages, retraining, rewarding, absence from work, working conditions, working time, and termination of employment contracts. The *Law* prescribes the annulment of provisions of collective agreements and employment contracts that determine discrimination on some of the grounds referred to in Article 6. In cases of discrimination referred to in Article 6 of this *Law*, the job applicant or the employee is entitled to compensation of damages under the provisions of the *Law on Obligatory Relations*.

The ensuring of equality, equal opportunities, and non-discrimination on any ground and the ensuring of legal safety based on the rule of law are the objectives and functions of the judicial authority contained in Articles 3–6 of the *Law on the Courts*. It also guarantees that everyone shall be entitled to equal access before the court for protection of their rights and legal interest.

The legislation regulating health care guarantees patients' right to equality on grounds of sex in the exercise of the rights under the *Law on Health Care*.

Furthermore, in terms of the exercise of the rights in the field of social protection stipulated in the *Law on Social Protection* and in the exercise of the rights and forms of child protection stipulated in the *Law on Protection of Children*, gender equality is regulated, and direct and indirect discrimination on grounds of gender, as well as on 11 other grounds, is prohibited.

The *Law on Prevention, Combating and Protection against Domestic Violence* regulates the responsible and due actions of institutions and associations, their mutual co-ordination and co-operation, for prevention and combating domestic violence and providing protection to victims. In compliance with this law, the victim is entitled to help, support and protection against domestic violence. Moreover, victims have the right to be informed by the officials about their rights, the protective measures and the procedures for the exercise thereof, as well as about the available services for help and protection.

The law regulates the measures undertaken by the Centres for Social Work in order to protect the victims: 1) placement in centres for victims of domestic violence, 2) adequate health care; 3) adequate psycho-social intervention and treatment, 4) psycho-social treatment in a counselling centre, 5) assistance to the family in order to provide regular schooling to children, 6) legal aid and representation, and 7) economic empowerment of the victim via their active inclusion in the labour market.

For the purposes of eliminating any immediate and serious threat to the life and physical integrity of the victims and family members thereof, the law regulates the imposing of a temporary protection measure i.e. removal of the perpetrator from the home and issuance of a restraining order at the home at the proposal of the Ministry of the Interior.

The amendments to the *Criminal Code* of February 3, 2014 provide criminal and legal protection against discrimination on grounds of gender and sex – together with numerous others grounds of discrimination.

First, Article 39, which contains a provision for meting out punishment, was amended by adding a new paragraph, that is, Paragraph 5, which stipulates that, while meting out the sentence, the court shall particularly take into consideration if the crime was committed against a person or group of persons or property, directly or indirectly, due to their sex or gender.

Criminal and legal protection against discrimination on such grounds is also provided in the following criminal acts: Article 137: Injury to the equality of citizens; Article 319: Causing hate, discord and intolerance on grounds of nationality, race and religion, as well as on other discriminatory grounds; Article 394-a: Dissemination of racist and xenophobic material through computer systems; and Article 417: Racial or other discrimination.

Equal procedural protection and access to justice for women is also guaranteed under the *Code of Criminal Procedure*. Firstly, Articles 5 and 6 contain the principles of fair trial and a trial within a reasonable time. "The person accused of a criminal act is entitled to a fair and public trial before an independent and impartial court, and to be able in a contradictory procedure to dispute the charges against them and to propose and present evidence in their defence" (Article 5: Right to a fair trial). "The person against whom the procedure is conducted is entitled to be brought before a court of law within a reasonable time, and to be tried without unjustified delay" (Article 6, Paragraph 1: Right to a trial within a reasonable time).

Articles 53–56 of this *Code* guarantee equal protection of victims of criminal offence via their entitlement to the following rights: to take part in the criminal procedure as a damaged party, by joining the criminal prosecution or for realization of the claim for indemnification; due care and attention from the bodies and entities party to the criminal procedure; and helpful psychological and other professional assistance and support by bodies, institutions and organizations for aid to victims of crime.

In accordance with the special regulations, the victims of crime for which an imprisonment penalty of at least four years is imposed is entitled, *inter alia*, to the following: counsellor borne by the budget before giving a statement, i.e. a declaration or before presenting the claim for indemnification, if there is severe psychophysical damage or severe consequences from the criminal offence, and indemnity of material and immaterial damage from a state fund under conditions and in a manner prescribed by a special law, if the indemnity cannot be provided by the convicted person.

There is significant progress in improving women's access to justice in the provision contained in Article 55 of this law, which establishes a gender-sensitive approach and protection against secondary victimization of women victims of crime against sexual freedom and sexual morals, and humanity and international law. Furthermore, this article guarantees the rights to: be interrogated by a person of the same sex at the police and the public prosecution office; not answer questions regarding the victim's private life if these are not related to the criminal act; and to demand interrogation by means of audio-visual methods in a manner defined by this *Code*.

Similar provisions are contained in Article 57 of the *Code of Criminal Procedure*, which regulate the rights of the damaged party, specifically: 1) to be informed of their rights; 2) to use their own language and alphabet, and the right to assistance from a translator or interpreter if they do not understand the language in which the procedure is conducted; 3) to put a motion for realising the claim for indemnification; 4) to have a proxy; 5) to alarm of the facts and propose evidence; 6) to

attend the evidentiary hearing; 7) to attend the main hearing and participate in the evidentiary procedure and to give a statement in relation to the claim for indemnification and the criminal act; 8) to review the files and objects serving as evidence following the completion of the investigation procedure; 9) to file an appeal under the conditions stipulated by this *Code*; 10) to submit a motion for prosecution and private charge in accordance with the provisions of the *Criminal Code*; 11) to be informed if the public prosecutor does not undertake or desists from prosecution; 12) to file an appeal to the higher public prosecutor against the decision of the public prosecutor to renounce from the criminal prosecution under the conditions stipulated by this *Code*; 13) request the reinstatement to the prior state of affairs; 14) have their right to privacy respected; and 15) participate in the mediation procedure in a manner and under the conditions defined by this *Code*.

Article 70, Paragraph 1, Item 3 of the *Code of Criminal Procedure* contains the right of the defendant to defend themselves personally or with the assistance of a counsel of their own choice; should they fail to afford one, a counsel is to be assigned free of charge.

The *Law on Free Legal Aid* regulates the right to free-of-charge legal aid to persons who, given their financial situation, could not realize the rights guaranteed by *Constitution* and law without imperilling their own livelihood and the livelihood of the members of their family with whom they live in a common household. The application for legal aid shall be approved in all court and administrative procedures if it resolves matter of interest of the persons applying for legal aid, in relation to the rights covering social, health, pension and disability insurance, labour relations, child protection, victims of domestic violence, protection of victims of criminal offences, protection of victims of human trafficking, recognition of the right to asylum, and legal property issues.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: Equal participation of women in decision making processes in public and political life is vital for democracy in each country. The efforts made by “the former Yugoslav Republic of Macedonia” in recent years to achieve greater inclusion of women show positive developments, but the results suggest that there is still room to work in this area. In this respect, a positive trend has been observed in areas where the legislator has envisaged concrete measures. After the adoption of the Electoral Code in 2006, nationwide the number of women MPs in parliamentary panels meet the critical figure of 30% (currently the Assembly counts 38/123 women MPs), although the recommendations of the Council of Europe called for increased representation of 40%.⁸⁴ It must be emphasised that due to the increased number of women in the highest representative body, numerous issues in relation to gender equality have been discussed, and debated. Furthermore, it is worth mentioning that recently the dialogue with the citizens has been improved, by organising meetings and public debates.

At the same time, a positive input gives the fact that the Rules of Procedure of the Parliament envisage that the composition of working bodies and committees of inquiry be established in accordance to the LEO.

⁸⁴ Recommendation 288 (2010) of the Congress of Local and Regional Authorities of the Council of Europe to achieve sustainable gender equality in local and regional political life

Other activities: The participation of women in the decision-making processes is significantly improved with adoption of the Election Code.

- The first female presidential candidate, who is member of the Albanian ethnic community, was on the 2009 presidential election.
- There were 38 female members of Parliament elected at the 2011 parliamentary election; 8 of which are Albanian. Within the Assembly of "the former Yugoslav Republic of Macedonia" working bodies, four women are presidents of assembly commissions, nine are deputy presidents of assembly commission, two women hold ministerial positions, two women hold deputy ministerial positions and there are four state secretaries. In the current parliamentary composition, the two biggest political parties VMRO-DPMNE and SDSM named female members of Parliament for their co-ordinators of parliamentary groups. In the current parliamentary composition in the Assembly of "the former Yugoslav Republic of Macedonia" two out of three vice-presidents of the Assembly were women.
- Locally, in the 2009 local election 377 or (26.7%) out of 1,382 advisors were women which points to the fact that the legal procedures were followed, but on those elections not one female mayor was not elected.
- According to the analysis made by the Macedonian Women's Lobby on the 2013 local elections 405 or 30% out of total 1347 candidates were women which indicates to increase of participation of women in the local self-government for 2.8% in comparison with the previous composition of the counsels when there were 27.2% female counsellors.
- In comparison with the previous composition of mayors when not one woman out of 85 mayors was elected, on the 2013 local election there were 339 candidates 26 of which are women. Out of total 81 elected mayors, 4 are women or 4.9%. Municipalities of Kisela Voda, Tetovo, Gradsko and Bogdanci have female mayors.

Target Group: Women and man , members of the different political parties on the central and local level

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes: In 2008, "the former Yugoslav Republic of Macedonia" initiated the gender responsible budgeting process to allow integration of the gender perspective in the budgetary processes of "the former Yugoslav Republic of Macedonia". First steps for gender budgeting initiatives were made through pilot analyses of the active employment measures and part of the categories of rights of social benefit users.

In 2012 the Government of "the former Yugoslav Republic of Macedonia" adopted the Strategy of Gender Responsible Budgeting 2012-2017 which included the state in the gender responsible budgeting initiatives globally, thus obliging that it will stand for inclusion of the gender perspective in the main courses through creating and implementing policies and budgets which will take into considerations the different position of women and men and different obstacles which they face. On the basis of the activities and measures included in the Strategy, the Ministry of Finance made some changes in the direction for preparation of Budgetary Circular and obliged the Ministry of Labour and Social Policy, Employment Service Agency, Ministry of Agriculture and Water Management and Ministry of Health to present the indicators according to gender when developing an output. Budget

analyses are made and also budgetary statements for incorporation of gender perspective in the selected budgetary programmes are prepared.

The Ministry of Labour and Social Policy prepared Methodology on Gender Responsible Budgeting through a transparent and inclusive process. This Methodology is a instrument and guide for successful implementation of the obligation arising from the Law on Equal Opportunities of Women and Men and Strategy for Introducing Gender Responsible Budgeting in “the former Yugoslav Republic of Macedonia”.

Representatives of all relevant institutions, experts from the area of gender equality and representatives of the civil associations and social partners were included in the preparation process of the Methodology. Also representatives of the governmental inter-ministerial, consultation and advisory group for equal opportunities of women and men were included in the preparation. UN Women also gave significant support in this process. The goal of the Methodology is improvement of the efficiency and effectiveness of the programmes through integration of the gender equality principal in the policies and developmental strategies of the Government of Republic of Macedonia.

MAIN CHALLENGES:

In “the former Yugoslav Republic of Macedonia” there are excellent legal regulations and solid strategic documents where refer to gender equality and promotion of women position in all areas of social living.

Institutional mechanisms for promotion of the gender equality are established on national and local level.

There is legal provision which regulated the participation of women of the candidate lists for members of Parliament and advisors.

However in future period we stand tall before the challenge for increase of participation of women on local election and women as mayors (on the last elections (2013) from total of 81 mayors 4 are women, and in the 2009-2013 period from total of 84 mayors, none was woman).

It is also necessary a model for successful co-ordination and communication of all mechanisms established on national and local level and exchange of experiences and good practices between them to be prepared. That way we will be able to facilitate the reflection of a good practice in the remaining municipalities or institution on national level and to learn from good examples but also the initiatives and activities on regional level between more municipalities from one region.

For the first time in the process of planning the budget for 2014 budgetary means for specific activities of the Sector for Equal Opportunities were allocated, and these were mean directed towards promotion of gender equality and equal opportunities of women and men. Increase of these means from the budget of the Government of “the former Yugoslav Republic of Macedonia” will be a challenge in the future period as well as allocation of means for activities directed towards promotion of gender equality in the remaining bodies of the state administration and all local self-government units. This is how we will be able to successfully implement the strategic documents and activities included in them. On this manner all responsible entities will be able to show true dedication to the issue of gender equality and activities which will be realized will not depend on donations and foreign help. Additional challenge on this area is strengthening of the state administration capacities included in promotion of gender equality with knowledge and skills for

usage of IPA funds.

Budgetary allocation for gender equality

The amendments of the Law on Social Protection provided establishment of extra institutional forms of protection – Centres for Domestic Violence Victims which provide daily and temporary accommodation to domestic violence victims and counselling facilities (for domestic violence victims, children and parents victims of domestic violence and perpetrators of domestic violence). The Ministry of Labour and Social Policy provides financial means for their proper functioning.

Two counselling facilities for parents and children victims of domestic violence, 4 regional Centres for person victims of domestic violence were opened as well as a counselling facility for perpetrators of domestic violence.

The Centre for Persons Victims of Human Trafficking was opened in accordance with the National Action Plan for Combating Human Trafficking for the period from 2009-2011. This centre operates according to the international standards for human rights with budgetary means of the Ministry of Labour and Social Policy.

Financial means from the budget of the Ministry of Labour and Social Policy are allocated for implementation of activities and measures from the strategic documents which refer to equal opportunities of women and men.

Increase of these means from the budget of the Government of “the former Yugoslav Republic of Macedonia” will be a challenge in the future period, as well as allocation of means for activities directed towards promotion of gender equality in the remaining bodies of the state administration and all local self-government units.

Co-operation NGOs

The civil sector has significant role in initiating, suggesting and supporting of public policies and special meaning in their implementation. This role of the civil sector opened the possibility for institutional co-operation.

The Department for Co-operation with Non-Governmental Organisations was formed in November 2004 as a result of the efforts of the Government of “the former Yugoslav Republic of Macedonia” for institutionalising of co-operation with the civil sector. This department is part of the Sector for Analysis of Policies and Co-ordination within the General Secretariat of the Government of “the former Yugoslav Republic of Macedonia”.

On 16 June 2012 the Strategy for Co-operation of the Government with the Civil Sector, with Action Implementation Plan 2012-2017, was adopted in context of valorising the contribution of the civil sector and its important role in the development of the society.

The Ministry of Labour and Social Policy through the Sector for Equal Opportunities transparently includes the representatives of the civil sector in creating policies from the area of gender equality, equal opportunities and protection from discrimination in each and every process.

More specific, the Sector for Equal Opportunities consults with the civil sector in three consecutive phases during the processes for development of strategic documents from the area of gender equality. Initial consultations are made in the first phase when the implementation of previous strategic document (if any) is evaluated, initial analysis of the condition in the country is made

according to the current statistical data and a discussion for strategic priority goal for the future period is opened. In the second phase data are collected, relevant analyses are made and several joint working meeting are held where the draft versions of the documents are formulated; after which the third phase of consultations follows where the draft documents are uploaded on the website of MLSP as draft versions for comments and series of consultation meeting are organised in order obtaining comments and inputs in terms of the documents. The third phase ends with organization of public discussion in the Assembly regarding the final draft version of the strategic documents before they are given to the Government for adoption.

COUNTRY: TURKEY

Objective 1. Combating Gender Stereotypes and Sexism

Legislative Changes:

➤ The Law on National Human Rights Institution of Turkey (Law No. 6701) was approved and enacted. Although there are some provisions on discrimination and equality in the Constitution, Labour Law and Turkish Penal Code, there was no comprehensive Turkish legislation on discrimination and equality. Law No. 6701 eliminated this deficiency in the Turkish legislation, by regulating the discrimination and equality. The Law integrated detailed descriptions of discrimination, forms of discrimination (direct, indirect and multiple) to our legislation and regulated the principle of equality and the prohibition of anti-discrimination. "Giving instructions of patronage, discrimination, implementation of such instructions, intimidation at workplace, unreasonable arrangements and harassment" were listed and regulated among the forms of discrimination.

The prohibition of discrimination covers discrimination based on "sex, race, colour, language, religion, belief, philosophical and political opinion, ethnical origin, wealth, birth, civil status, health status, disability and age". Being established with the Law No. 6701, National Human Rights Institution of Turkey (TIHEK) was donated with the responsibilities of receiving, evaluating and deciding on applications concerning discrimination allegations.

➤ The Law Amending Income Tax Law and Some Other Laws (No. 6663) was put into force on 10 February 2016. This Law stipulates the following provisions in respect to the women workers and the personal rights of parents:

- *Inclusion of the periods of unpaid maternal leave enjoyed by the civil servants in the calculation basis of their grades and advancements*
- *Regulation of the female employee's rights in respect to working on paid and part time basis*
 - The periods of unpaid maternal leave of the civil servants will be included to the calculation basis of their grades and advancements.
 - With this Law, women were granted with the opportunity of working for two months on paid and part time basis for the first child; for four months on paid and part time basis for the second child, for 6 months on paid and part time basis for the third child and more. In cases of twins, two months were added for each of the above-mentioned cases.
 - In case of a disabled child, the women were granted the right of working for 12 months on paid and part time basis.
 - For part time workers, the wages and bonus payments for the periods in which they worked will be paid by their employers.
 - The part time working allowance for the periods of unemployment will be equal to the daily amount, gross amount of the daily minimum wage and it will be paid to the worker by the Unemployment Insurance Fund.
 - The unpaid maternal leave of the civil servants and workers will start at the end of the period of employment on paid and part time basis.

- *Regulation of part time working rights for the working parents*
 - . Civil servant and worker parents were granted the right to work on part time basis until their child is of compulsory school age, for each of their children. Each parent employed in the public or private sector can enjoy this right only once for work planning and human resources planning purposes.
- *Regulation of leave rights in case of premature birth and death of mother for workers*
 - The right to extend the maternal leave by including the premature birth period for the civil servants in cases of premature birth was introduced.
 - As in the case of civil servants, the fathers were provided with the right of enjoying all of the maternal leave rights of the mother in cases of death of a worker mother during or after the delivery.
- *Leave rights were regulated for the adoptive parents.*
 - The right to enjoy the leaves in comparison to the leaves associated with the birth in cases of adopted children.

Policy Changes:

- 65th Government Programme identified concerning further empowerment and advancement of women individually and socially, increasing their roles at the decision-making mechanisms, accelerating their access to the labour markets, enhancing their social insurance and increasing the number of female entrepreneurs as priority objectives. As for the women's employment, the following objectives were specified:
 - to obtain and review opinions of concerned parties of the legislation on women with a view to empower the status of women and increase the effectiveness of practices;
 - to ensure the continuity of the employment incentives introduced to increase women's employment;
 - to prepare and implement a Women's Entrepreneurship Programme and thereby accelerating the entry of women in business life;
 - to increase the number of awareness-raising programmes aiming to strengthen the consciousness on equality of opportunities for women and men among the workers and employers;
 - to implement policies reconciliation between work and family life.

Other activities:

- Trainings and seminars on equality of women and men and violence against women are provided to the staff working in the government institutions and entities and university students throughout the country in Turkey, with a view to improve the gender equality and prevention of violence against women. Protocols were signed between Ministry of Family and Social Policies and Ministry of Justice, Ministry of Health, Gendarmerie General Command and Presidency of Religious Affairs, Under the scope of these Protocols, 326 Family Court Judges and Public Prosecutors, 71,000 policemen, 65,000 health staff, 47,566 religious officers have been trained; and seminars have been given to Family Court Judges, Public Prosecutors, Local Governors, officials of different ranks from government institutions, members of media and university students since 2006. Following the enactment

of the Law No. 6284, seminars were delivered in 16 provinces to introduce the law. 6,500 staff working with the women who are victims of violence in the public institutions and entities were informed on the issue through these seminars.

- Under the scope of the “Protocol on Stepping up Institutional Capacity, Co-operation and Co-ordination for Achieving Gender Equality and Combating Violence against Women” signed between the Ministry of Family and Social Policies and the Ministry of National Defence on 3 July 2013, “Third Specialist Trainers’ Programme of Turkish Armed Forces” was conducted in Ankara between 14 March – 1 April 2016, on “Gender Equality” and “Combat with Violence Against Women”, with the participation of 25 staff, for the purpose of raising awareness in men in respect to achievement of gender equality, elimination of all forms of violence against women and integration of men into this process. This Programme reached 34,133 Turkish Armed Forces staff and 463,694 enlisted men and non-commissioned officers of as of February 2016.
- The Ministry of Family and Social Policies conducted a Consultation Meeting in Ankara, on 10 February 2016, with the participation of Women’s Problems Research and Application Centers which are located under the body of universities, on empowerment of the economic and social status of women, prevention of violence against women and protection of women’s human rights. 36 people, including 31 from Women’s Problems Research and Application Centres of public and private universities, participated to the meeting.
- The Ministry of Family and Social Policies held a Consultation Meeting, in Istanbul, on 5 March 2016, on empowerment of women’s economic and social status, prevention of violence against women, protection of human rights of women. There were 41 participants in total, 40 of whom were from non-governmental organisations.
- On the occasion of 8 March World Women’s Day, the Ministry of Family and Social Policies organised a reception where the President of the Republic hosted 250 women coming from 81 provinces, female Governors, female woodsmen, female university presidents and representatives of non-governmental organizations, who had success stories with their exemplary struggles, in Istanbul, on 8 March 2016. Furthermore, the Ministry held “Entrepreneur Women Summit” hosted by Turkish Union of Chambers and Exchange Commodities in Denizli, between 11- 13 March 2016.
- Films and logos were prepared; to be used for the events of 8 March World Women’s Day and social media activities were conducted.
- The Project “More and Better Jobs for Women: Women’s Empowerment of Women Through Decent Works” financed by the International Labour Organization (ILO), Sweden International Co-operation Agency (SIDA) and implemented in co-ordination with Turkish Labour Agency (İŞKUR) is being implemented with a view to support the policies in respect to developing more decent work for women and the activities of Turkish Labour Agency in the field of women’s employment. Under the scope of this Project, “Action Plan on Women’s Employment” was prepared by the National Technical Team established with the participation of the representatives from 20 public institutions and the Action Plan was introduced to the public in a Launch Meeting on 17 May 2016, with the participation of the concerned public institutions.

- The disadvantaged groups which require special regulation/implementation in terms of employment are among the high priority objective of the Job and Vocational Counselling services rendered by Turkish Labour Agency (women, the youth, the disabled, the ex-convicts, the people who have been unemployed for a long time, etc.). Job and Vocational Counsellors conduct individual interviews and group interviews with people from these disadvantaged groups; identify the suitable jobs for them or direct them to the appropriate active labour force programmes. Under this scope, 516,927 interviews were made with 420,659 women between September and December 2015. 831,483 individual interviews were conducted with 655,742 women between January and July 2016. Out of these women, 148,962 were placed in a job.
- The activities performed by the Ministry of National Education are as follows:
 - Ministry of National Education improved the “Family Education Programme (Age 0-18)” under non-formal education activities aimed for social development and strengthen prosperity. Programme has scientific, multidisciplinary and multi sartorial approach. It applied as a priority in 81 provinces and become a government policy. Family Education Programme has targeted to raise awareness about gender equality, strengthen the domestic communication, and prevent the domestic violence, abuse and neglect.
 - Services such as career and job counselling, vocational training, entrepreneurship training, vocational rehabilitation services are offered in order to increase the employment of disadvantaged groups and to establish their own business as entrepreneurs.
 - The implementation of the Promoting Gender Equality Project in Education is funded by EU and Turkish government. Project activities cover 40 pilot schools in 10 pilot provinces which are Batman, Karaman, Izmir, Sivas, Erzurum, Trabzon, Samsun, Şanlıurfa, Mardin, Malatya and aim to promote gender equality for girls and boys in schools and equality and gender sensitive approach throughout the education system. This project is the initial application instance on the field in Turkey in terms of gender equality in education.
 - KEP II started in 2015 and the main objective is to ‘increase the school attendance rates especially for girls’
 - Within the framework of the project, a series of activities would be realized with the participation of the children, their families, education professionals, local opinion leaders and bureaucrats; so as to enable the children who had enrolled but had to quit due to various reasons to continue their education.
 - The activities would be concentrated mainly in the 15 eastern provinces (Muş, Bitlis, Siirt, Batman, Bingöl, Ağrı, Kars, Erzurum, Iğdır, Şanlıurfa, Mardin, Diyarbakır, Van, Şırnak, Hakkari).
 - Within the scope of the “Technical Assistance for Increasing School Attendance Rates Especially for Girls (KEP II)” capacity building activities are being organised for staff working in public institutions. In this context, safety personnel, public health workers and staff of the clergy are taking courses related to the "Gender Equality". So far, a total of 904 public servants in public institutions have trained. At the end of the project, 1300 public servants will be trained in 15 provinces at all. (For further information: <http://kizlarinegitimi.meb.gov.tr/en/proje>)
 - Two-day training about gender mainstreaming and elimination of violence against women are realised for 343 teachers.

- Using expressions of praise or humiliate a gender is avoided in teaching materials or curriculum. Besides, the numbers of girls and boys images are equal in the reading passages and in the visual elements of the textbooks. It is avoided to use visual images or expressions which equate a gender with a profession. In the courses it is given importance to stress on the roles of parents and their democratic participation in family environment. Also while designing a visual activity or passage in a teaching material, images are chosen in a way that does not evoke gender discrimination.

Objective 2.

Preventing and combating violence against women

Legislative Changes:

- The "Regulation on Violence Prevention and Monitoring Centres", which sets out the terms and conditions concerning the foundation, operation and activities of these Centers, as well as the duties, powers and responsibilities of the personnel of these centres, was enacted on 17 March 2016 by being published in the Official Gazette. The Regulation stipulates provisions in respect to the co-ordination services, psycho-social support services, legal assistance, education, training support services, health support services, call centre assistance services to be delivered to the victims and also the perpetrators of violence or the people who are likely to perpetrate violence in these centres.
- With Article 8 of the Regulation on Violence Prevention and Monitoring Centres, provincial Co-ordination, Monitoring and Evaluation Commission on Combat with Violence Against Women is being established in 81 provinces, with the participation of governors, or deputy governors assigned by the governors, representatives of the non-governmental organisations and vocational organisations, with a view to eliminating the problems encountered in the effective implementation of the services delivered under the scope of combat with violence against women. The reports issued by the Commissions for the meetings of the first period of 2016 were submitted and they are being evaluated at the moment.
- Furthermore, meetings and co-ordinated activities have been conducted with the Ministry of Interior Affairs, Ministry of Health, Ministry of Labour and Social Security, Ministry of Justice and other relevant Ministries, on subjects such as confidentiality, security, identity change, inclusion to general health insurance, effective use of health services, etc. under the Law No. 6284 and the respective Regulation, with a view to ensure effective implementation of the Law and the Regulation. Consultation with the respective public institutions continues in order to eliminate the problems encountered during the implementation of the Law No. 6284.

Policy Changes:

- It is planned that the implementation of the "National Action Plan on Combating with Violence Against Women" (2016-2019)", which was prepared in order to eliminate all forms of violence and domestic violence against women in our country and effective protection of the victims of violence, introduction and implementation of all necessary measures in co-ordination with all concerned parties, will start in 2016. As a preparatory work for the National Action Plan, all conventions to which Turkey is a Party, notably Istanbul Convention, the provisions of the applicable national legislation, monitoring and evaluation reports of the National Action Plan on Combating With Violence Against Women for 2012- 2015, Research on Domestic Violence Against Women in Turkey and the findings of the Impact Analysis Research On the Implementation of the Law No: 6284, Report of the Parliamentary Committee established for the investigation of the motives of violence against women and identification of the due measures were analysed. The objectives and activities of the

National Action Plan were identified in consideration of the recent social needs and developments.

- The National Action Plan on Combating With Violence Against Women for 2016- 2019 stipulates achievement of the improvement in the following 5 basic fields:
 - ✓ Legal Amendments
 - ✓ Raising Awareness and Mental Transformation
 - ✓ Delivery of Protective and Preventive Services and Empowerment of Violence Victims
 - ✓ Adjustments and Implementation of Health Services
 - ✓ Co-operation Among Relevant Institutions and Policy- Making.

- A Protocol on Use of Technical Methods of Tracking System Pilot Application in Combating Violence against Women was signed between the Ministry of Family and Social Policies, Ministry of Justice, Ministry of Interior and other concerned Ministries on 8 March 2015, with the signature of the Prime Minister. Under a pilot application, the perpetrators and the victims were monitored with the electronic monitoring system infrastructure and electronic handcuffs by the Probation Department, General Directorate of Prisons and Detention Houses of the Ministry of Justice, in co-operation with the concerned Ministries. Due to the expiration of the protocol, "Renewal Protocol for Protocol on Use of Technical Methods of Tracking System Pilot Application in Combating Violence Against Women" was prepared and entered into force and signed on 19 April 2016 for one year.

- On 11 November 2015, Domestic Violence and Violence Against Women Combat Units were established under the body of Public Security Departments of Provincial Directorates of Security in 81 provinces, and tasked with rendering the combat with violence against women more effective, providing guidance and co-ordination for the crime investigations on the subject in their respective provinces, analysing the incidents of domestic violence and violence against women in the province and represent the institution in the activities conducted throughout the province.

Other activities:

- While the main responsibility rests on the Directorate General for Status of Women under the Ministry of Family and Social Policies for the women's shelters in Turkey, various non-governmental organisations and local governments also engage in establishment and operation of women's shelters. Currently, there are 137 women's shelters, including 101 women's shelters operated by Directorate General for Status of Women, four women's shelters operated by non-governmental organisations and 32 women's shelters operated by local governments.
- While there were eight women's shelters serving with a capacity of 170 in 2002, the total capacity reached 2,647 in July 2016 with the improved capacities of 101 shelters, including the existing ones and the recently opened women's shelters affiliated to our Ministry. Preparatory work continues to open women's shelters in the provinces without shelters and to increase the number of shelters in some provinces in 2016.
- In accordance with the Article 14 of the Law on Protection of Family and Prevention of Violence Against Women (Law No. 6284), Violence Prevention and Monitoring Centres which will work around the clock on seven days of a week to provide support and monitoring services were established to ensure the prevention of violence and effective implementation of the protective and preventive measures in 14 provinces in 2012. Preparatory work continues to increase the number of Violence Prevention and Monitoring Centres in 81 provinces across the country. As of August 2016, there are Violence Prevention and Monitoring Centres in 47 provinces.

- Co-ordination activities are performed with Community Training Centers affiliated to the Provincial Directorates of National Education and Provincial Directorates of Turkish Labour Agency in order to ensure the resident women in the shelters can enjoy psycho-social support services and employment and vocational training opportunities so that they can participate to the social and economic life and sustain their participation in the province with women's shelters. 252 women were provided with training on job-seeking abilities between January and July 2016.
- Furthermore, Ministry of Family and Social Policies provides support to the province-based projects aiming at empowerment of women in social and economic spheres. With these projects, galosh production is performed; trainings on hairdressing, textile, cooking and bakery are delivered in the women's shelters. Such activities will continue. Under this scope, 1893 women in total received awareness raising trainings, 405 attended literacy training and 2812 attended social, artistic and sports activities between January and May 2016. 432 women were provided with financial support by Social Solidarity Funds. 1,188 women who were staying in the women's shelters benefited from the vocational trainings and 413 of them were placed in jobs between January and May 2016. 734 children staying in the women's shelters with their mothers benefited from nurseries and children's clubs. Under the scope of the protocols signed with Bar Associations, 1,224 women staying in the shelters received legal support and aid.
- ALO 183 hotline operated by the Ministry of Family and Social Policies functions as a psychological, legal and economic consultancy line for women and children who were exposed or are likely to be exposed to violence, or need support and assistance and offers them information on their rights and where to apply. The hotline works 24/7 free of charge.
- 9th Meeting of National VAW Monitoring Committee which was established in 2007 was organised in December 2015, under the co-ordination of the Directorate General for the Status of Women and the participation of the representatives from public institutions, universities and non-governmental organisations.
- The following are planned in order to ensure that all parties act in co-ordination and systematic way in their combat with violence against women with a sense of responsibility and commitment:
 - The Protocol signed between the Ministry of Family and Social Policies and the Ministry of Health in 2015 aimed at developing services for the victims of violence as a priority objective and developing programmes for the perpetrators of violence, building institutional capacity in the field of the services provided to the victims and perpetrators of violence, providing trainings on violence against women to the health staff and strengthening data systems. Furthermore, under this Protocol, the aim is to add "Violence against Women and Domestic Violence" as well as "Anger Management Units" to the application area of the Psycho-Social Support Centers functioning under the health care facilities with an emergency unit affiliated to the Ministry of Health and set up these units in a such a way to cover services which will equip the perpetrators of violence with anger management techniques and revise the existing units to cover such services, in pursuant to the Law No. 6284.
 - A protocol was signed among The Ministry of Family and Social Policies, Ministry of Justice, Ankara Bar Association and the Presidency of Ankara University on 2nd July 2015 to engage the Faculty of Law students at the Ankara University in law clinic practices related to the Law No. 6284. Law Clinique implementation in respect to the Law No. 6284 started on 1 October 2015. In pursuant to this Protocol, the students of the Faculty of Law of Ankara University started to offer legal services at the First Step Stations. In total 40 victims of violence received legal support.

- Under the scope of the activities of creating awareness and achieving mental transformation, trainings and seminars are organised for the personnel assigned in the public institutions and entities across the country to enhance the gender equality and prevent violence against women in Turkey. The trainers role is assumed in such events.
- The Basic Policy of Enhancement of Employment of Groups Requiring Special Policies includes a measure *“Participation of women who are victims of violence, women residing in the women’s shelters, ex-convict women, the widow or divorced women to the economic and social life should be supported”*. 63 individual interviews were made with 52 ex-convict women between September- December 2015, while 142 individual interviews were made 102 ex-convict women between January and December 2015.
- Under the “Recording Officer Training Programme” conducted by the Ministry of Internal Affairs, 3000 recording officers who are assigned with taking statements in all police stations were trained on the “Law No. 6284 and its Implementation”
- “Combat with Violence Against Women and Children” was added to the “Human Rights” course as a chapter in the education curriculum of commissioned officers and non-commissioned officers in the Gendarmerie Schools Command. Under this scope, 3,820 staff were trained within the semester (September 2015- August 2016).
- The Project “Building the Capacity of the Gendarmerie General Command’s Sections Dealing with Children and Women” (2016- 2018) is being implemented under the scope of the Fundamental Human Rights Sub-sector of the Instrument for Pre-Accession Assistance (IPA II) Programme for 2015.

The Activities Implemented under the Project on Combating Domestic Violence Against Women:

- The following activities were performed under the technical assistance component of the Project on Combating Domestic Violence Against Women financed by the IPA-2009 Programme and implemented between 2014- 2016:
 - Situation analysis and training needs analyses covering 26 provinces were conducted.
 - Action Plan Preparatory Meetings were conducted for three days in 20 provinces in order to develop action plans for 26 provinces. It is planned that the meetings in the other provinces will be completed in August.
 - Training modules were prepared for the Police Officers, Health Staff, Chief Clerks, Family Court Experts and staff of our Ministry. The trainers’ trainings of 506 Police Officers, 125 Chief Clerks, 147 Family Court Experts and 221 Health Staff were completed. In addition, 5 stage training was provided to 124 social workers assigned in our Ministry. In this framework, trainers’ trainings of a total of 1,223 civil servants were completed. Supervisor trainings of 31 personnel from the Ministry of Health, 30 personnel from the Turkish National Police, 26 personnel from the Ministry of Justice and 124 personnel from our Ministry were completed. It is expected that 35,000 health staff and 140,000 security staff in total will be reached through these trainings.
 - Comprehensive questionnaires were prepared in order to determine the capacities of Women’s Counselling Centre and prepare a recommendation report subsequently (Women’s Counselling Centres and Violence Prevention and Monitoring Centers). A Workshop was organised in order to set standards for the Women’s Associations and Local Governments which accommodate Women’s Counselling Centres and identify the best practices. A road map will be prepared on the base of the activity to be used for the Women’s Counselling Centers and Hotline 183.

- Standards are being prepared for Violence Prevention and Monitoring Centres, Women's Counselling Centres and before and after shelter mechanisms. Vocational and administrative forms were developed to be used in the women's shelters, first stop stations and Violence Prevention and Monitoring Centres. Pilot implementation was conducted in seven provinces. Services processes were developed for Violence Prevention and Monitoring Centres, Women's Counselling Centres and Women's Shelters and they are under evaluation for a possible roll-out.
- Under the scope of the activities aiming at establishing and strengthening the co-ordination and monitoring mechanisms in the field of combating violence against women and creating administrative and supervisory mechanisms at national level, a set of meetings were made with the representatives of the public institutions and entities engaged in the combat with violence against women in Ankara and Izmir.
- Within the scope of communication strategy development, the "Tell I am Here for Violence against Women" campaign was launched on 25 November 2015. In this context;
 - Spot film, infographics films, brochures, notebooks, badges, magnets, banners, bags were prepared.
 - "Tell I am Here For Violence Against Women" banners were used in basketball and football matches.
 - The logo of the campaign was showed on screen during the sports programmes on TV.
 - The premise of Provincial Directorate of Family and Social Policies in Ankara, Trojan in Çanakkale, the premise of the Union of Chambers and Commodity Exchanges of Turkey and the historical clock tower in Izmir, the premise of Ankara Metropolitan Municipality were illuminated and thereby "Orange the World Campaign" of UN was supported.
 - Spot films were shown in the outdoor advertising space in Ankara.
 - Primarily Ministry of Family and Social Policies and other Ministries provided support by showing the message of the campaign logo and spot films on their web pages.
- Under the scope of communication strategy, 1,714 people in total participated to the Visibility Trainings organised in Konya, Trabzon, Gaziantep, Antalya, Samsun, Istanbul and Ankara as of 24 August 2016. The trainees were from different target groups such as employees of the local media, family physicians, students, representatives of the public entities, muhtars, etc.
- Guidelines concerning the services of Violence Prevention and Monitoring Centers and the perpetrators.
- Posters are being prepared for the introduction of ALO 183, 155 and 156 hotlines and the services of the Violence Prevention and Monitoring Centers. A folding brochure on violence is being prepared to be distributed to all public institutions and entities. A TV and radio spot will be prepared on the services rendered by the Violence Prevention and Monitoring Centers.
- Under the scope of national study visits, study visits were conducted in Denizli between 24 and 25 August 2015 and in Samsun between 7 and 8 September 2015, for the purpose of determining the best practices.
- Under the scope of international study visits, a 13-person delegation participated to the 3rd World Conference of Women's Shelters held in Holland, between 3 and 6 November 2015. Furthermore, a 20-person delegation conducted a study visit to Spain between 31 May and 3 June 2016. This study visit aimed at making observations and obtaining information on the before and after shelter services and the protective services offered to women in Spain.

Under the scope of the Grant Component, the following activities were performed:

- Grant was given to 19 projects in 11 provinces for building the capacities of national and local non-governmental organisations. The implementation of these projects had been completed as of the end of February 2016.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Other activities

- The Judicial Reform Strategy (2015- 2019) enacted by the Council of Ministers introduces strategic objectives such as development of practices towards the disadvantaged groups such as women and children and acceleration of their access to the justice. Similarly, the Strategic Plan of the Ministry of Justice for the same time period also includes an objective concerning the development of practices focusing on victims in the justice system. It is planned that the “Draft Law on the Rights of Victims” which is being prepared by the Ministry of Justice will adopt a new understanding concerning the women victims of crimes and judicial practices will be developed in order to make them feel that they are not alone during the judicial process, provide them with support during this process, strengthen the rights of the victims without any cost for the rights of the accused and establish a balance between the accused and the victim, thereby developing restorative judicial practices.

On the other hand, Draft Law on the Rights of the Victims seeks to provide psycho-social support to women throughout the judicial process and to include them to the group of vulnerable victims. In addition, it is planned that social workers assigned in the juvenile courts and family courts are collected under the victim support units to be organised under the body of 139 high penalty courts and then distributed to the courts and prosecutors’ offices needing them by these units. The opportunity to make the assignments of the social workers from one centre to the courts and prosecutors’ offices in need of social workers will allow the state to use its human resources more effectively. In this context, the above-mentioned Judicial Reform Strategy sets out a strategic objective of increasing the effectiveness of protection and investigation in combat with domestic violence crimes, while the Strategic Plan of the Ministry of Justice has objectives concerning the building the capacity of the judiciary system in respect to the domestic violence and developing a system which is sensitive towards the disadvantaged groups.

- “Work Flow Diagramme for the Judicial Service Process” was prepared in order to identify the roles of the Project stakeholders with a view to ensure unity of implementation of the Law on Protection of Family and Prevention of Violence Against Women (No. 6284) and improve the Access of the victims of violence to the judicial service process.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Other activities

- “Gender Equality in the Political Leadership and Political Participation in Turkey” has been implemented by the UN Women, Gender Equality Commission of Turkish Grand National Assembly and Inter-parliamentary Union since December 2015. The Project seeks to achieve the following objectives:

- Enhancement of gender equality and development/legalisation and implementation of the legal frameworks and policies which may accelerate the use of the right of participating to the decision making mechanisms
- Encouraging women's leadership and political participation through gender-sensitive measures (parliamentary mechanisms, processes and services)
- Imposition of influence by the advocates of gender equality on the legal frameworks and policies which can strengthen the leadership and political participation of women.
- Under the Programme of 81st Anniversary of the Turkish Women's Being Granted their Right to Elect and be Elected, women MPs, along with a delegation comprising the representatives from the public institutions, local governments, universities and non-governmental organisations visited Anıtkabir on 5 December 2015, thereby emphasising the importance of the participation of women to politics and decision making processes.
- Meetings on strengthening women through education have been organised by the Ministry of National Education with participants from academics, NGOs and the municipal authority which is the largest provider of adult education in Ankara from 25 to 27 May 2016.
- A leadership and entrepreneurship Training Package for Female Teachers was prepared within the second result of the project which foresees increasing the capacity of Ministry of National Education personnel on gender equality and gender sensitive approach. By implementing the training package aforementioned, the trainings were provided for a total number of 600 female teachers and school managers consisting of 60 people in each pilot province between 30 March and 29 June 2016. This activity aims at female teachers to gain competencies which enable them to be role models for their students and to participate more in decision making positions.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Other activities

Preparatory work is being done in order to arrange the Administrative Organisational Budget of Turkish Grand National Assembly Gender Equality under the framework of the "Gender Responsive Budgeting Report" issued by the Equal Opportunities Commission for Women and Men of Turkish Grand National Assembly.

COUNTRY: UKRAINE

Objective 1.
Combating Gender Stereotypes and Sexism

Legislative Changes: The procedure for consideration of citizens' appeals related to gender-based discrimination was improved (Order 376 of the Ministry of Social Policy dated 11 April 2016).

Other activities: The Expert Council for Preventing and Combating Gender-Based Discrimination, an advisory body, operates under the Ministry of Social Policy to respond to citizens' complaints and appeals related to gender-based discrimination.

Following the consideration of such complaints, the Expert Council issues recommendations to the relevant media, broadcasters, and advertising agencies to minimise gender stereotypes and sexism in the media space.

The Ministry of Social Policy, in co-operation with the Ukrainian Marketing Association, has held an international conference on 'Strengthening non-discrimination through self-regulation and social responsibility'. During the conference, best practices of self-regulation practices in the media and advertising market were discussed, results of gender balance monitoring in the media and advertising space were presented.

To contribute to overcoming gender stereotypes in Ukrainian society, a training course and manual on gender equality and non-discrimination for representatives of mass media and advertising industry for Ukrainian educational institutions was developed and piloted as a part of the OSCE PCU project "Enhancing Gender Mainstreaming in Conflict Context in Ukraine" implemented at the request of the Ministry of Social Policy. A cycle of trainings "Implementation of gender-sensitive approach: new opportunities for Ukrainian media" was conducted targeting journalists and trainers of the educational institutions for media practitioners.

As part of the 'Happiness for Four Hands' information campaign implemented by the United Nations Population Fund and supported by the Ministry of Social Policy, aiming to overcome the stereotypes prevailing in the Ukrainian society in respect of traditional distribution of family responsibilities, the 'Keep in Mind: Together It's Twice as Easy!' advertising campaign has been underway, and the 'A Child is a Reward for Love' and 'The Real Men' social videos have been produced and distributed throughout Ukraine. The campaign's website operates at <http://zags.org.ua>

Fulcrum All-Ukrainian Charity, in association with the Women's Consortium of Ukraine, National Assembly of People with Disabilities of Ukraine, supported by the Coalition for Combating Discrimination in Ukraine, Renaissance International Foundation, and with the informational support provided by LIGA:ZAKON LLC, has conducted a national survey of corporate policies, rules and practices of Ukrainian business related to the prohibition of workplace discrimination and support for equality and diversity.

The 'Best employer to facilitate reintegration of parents into the labour market' contest and the journalists' story contest for best coverage of mothers' and fathers' return to workplace after parental leave have been held to encourage employers to implement corporate policies aimed at supporting parents who return to workplace after parental leave, establishment of gender equality in businesses and beyond, as well as to ensure that the experience of such companies is recognised

by the public.

Target Group: Journalists and advertisers, women and men affected by gender-based discrimination, spouses (men and women).

Objective 2.

Preventing and combating violence against women

Legislative Changes: In 2016, active preparations were underway for ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence signed by Ukraine on 7 November 2011.

A draft Law of Ukraine 'On Preventing and Combating Domestic Violence' has been developed.

A group of People's Deputies of Ukraine has registered Draft Law 4952 aimed at introducing amendments to Ukraine's Criminal and Criminal Procedure Codes related to strengthened responsibility for domestic violence and violence in the family.

A task group comprising representatives of the MSP, local executive authorities, international and civil society organisations has developed a draft Concept and a draft State Programme for Preventing and Combating Domestic Violence in Ukraine Until 2022, which are currently being elaborated. Priorities, objectives of and measures under the draft Concept have been discussed. At present, the proposals made in respect of this draft are being processed.

Furthermore, the Ministry of Social Policy has developed:

- draft Standard Regulations for Domestic Violence Shelter.
- draft Standard Regulations for Mobile Psychosocial Support Team to Provide Psychosocial Assistance to Victims of Gender-Based and/or Domestic Violence.

Other activities: In co-operation with the OSCE Project Co-ordinator in Ukraine the Ministry of Social Policy implements a project "Addressing Conflict-Related Threats to Social Security". The project envisage the development of methodology (manual and training course) on psychological rehabilitation of conflict-affected population and training courses for law enforcement, military and social-service providers on gender aspects of conflicts, including sexual violence and rehabilitation of victims with a view to incorporate these products into the existing pre-service and in-service training systems.

With the purpose of protecting women's rights in Ukraine, the 'Strengthening humanitarian response to the need of most vulnerable women and female adolescents affected by armed conflict in Eastern Ukraine: strengthening of the multi-sectorial prevention and response to gender-based violence and access to sexual and reproductive health services' project by the UN Population Fund in Ukraine is currently being implemented in five regions of Ukraine – Zaporizhzhia, Dnipropetrovsk, Kharkiv Oblasts, and in the areas of the Donetsk and Luhansk Oblasts controlled by the Ukrainian authorities.

This project is intended to meet the needs of the most vulnerable categories of women and adolescent girls affected by armed conflict in Eastern Ukraine through strengthening of the multi-sectorial co-ordination, protection and prevention systems and enhancing access to legal, health and psychosocial support services.

Under the project, mobile teams have been set up to provide psychosocial services to victims of gender-based violence.

In addition, according to the Action Plan under the 'Against Violence: Improving Access to Social Services in Ukraine' International Technical Assistance Project:

- an inter-sectoral response protocol is being implemented in Kyiv to combat violence against women, provide services to survivors. In co-operation with the Kyiv Social Service Centre for Family, Children and Youth, an inter-sectoral response protocol is being developed, which includes support for the 'Umbrella From Violence' hotline, operation of a day centre for women, half-way houses, provision of services for families of ATO combatants;

- in the reporting period, 650 female survivors and 89 male perpetrators used social services in Kyiv and four oblasts of Ukraine (Vinnytsia, Odesa, Kherson, and Poltava) as part of the Project. Hotline counselling to combat violence was given to 172 women and 29 men in Kyiv, 158 women and four men in Odesa, and 182 women in Vinnytsia.

- outreach events on combating domestic violence and violence against women were held. In Kyiv, light boxes carrying 'Umbrella From Violence' hotline numbers were placed at the underground stations.

According to the Recommendations for Holding the '16 Days Against Violence' Annual Event, as approved by Order 581 of the Ministry of Social Policy dated 17 September 2012, the '16 Days Against Violence' All-Ukrainian Event is to be held in Ukraine annually between 25 November and 10 December.

One-day training sessions are held in Ukraine under the 'Addressing social consequences of the conflict in Donbas and the illegal annexation of Crimea with support to Ukrainian government bodies and local civil society' project. In particular, training sessions on 'Preventing Sexual Violence in Conflict' were held by the Ministry of Social Policy of Ukraine in September in the Zaporizhzhia and Dnipropetrovsk Oblasts. The events were attended by the employees of city and district departments of social protection, social service centres for family, children and youth, police, educators and medical professionals.

Since February 2016, the National Hotline for prevention of domestic violence, human trafficking and gender discrimination, operated by La Strada – Ukraine CSO and supported by international donors, has been available 24/7 in compliance with the Istanbul Convention (<http://www.la-strada.org.ua>).

Target Group: Victims of gender-based and domestic violence, general population

Objective 3.

Guaranteeing Equal Access of Women to Justice

Other activities: The 'Integration of the Principle of Equal Rights and Opportunities for Men and Women Into the Process of Judicial Reform in Ukraine' project has been implemented (as part of the FAIR Justice Project sponsored by the United States Agency for International Development (USAID)) in co-operation with the Ministry of Social Policy. Under the project, 1,500 court rulings in the Unified State Register of Adjudications were monitored for the number of cases of gender-based discrimination, application of anti-discrimination laws by courts, gender stereotyping by courts.

Recommendations on improving women's access to justice in Ukraine have been developed and will be factored into the new State Programme for Equal Rights and Opportunities for Women and Men

for the Period Until 2021.

The 'Gender Mainstreaming in Judicial Reform' Forum took place on 9 June 2016.

In co-operation with the organisation DCAF, La Strada – Ukraine CSO is conducting the 'Assessing the readiness of Ukraine's criminal justice system for the Istanbul Convention implementation' research.

Target Group: Victims of gender-based discrimination.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Legislative Changes: Creating the environment for balanced participation of women and men in political processes and socially responsible decision-making is one of the objectives of the Action Plan for the Implementation of the National Human Rights Strategy Until 2020 (<http://www.kmu.gov.ua/control/uk/cardnpd?docid=248740679>).

Other activities: With the purpose of improving the electoral legislation through the integration of the gender equality principle, a task group functions under the Verkhovna Rada of Ukraine Committee on Human Rights, National Minorities and International Relations to develop comprehensive amendments related to ensuring equal rights and opportunities for women and men.

The task group is preparing proposals for amendments and modifications to Article 15 of the Law of Ukraine 'On Ensuring Equal Rights and Opportunities for Women and Men' and the relevant amendments to the Law of Ukraine 'On Election of the People's Deputies of Ukraine', 'On Local Elections', 'On Political Parties in Ukraine', and 'On the Central Election Commission'.

The practice of holding Leadership Schools for female candidates to local councils continues.

Target Group: women

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes: In order to enhance women's participation in peace processes, prevent and combat gender-based violence, and rehabilitate victims, the National Action Plan to implement the UN Security Council Resolution 1325 on Women, Peace and Security Until 2020 was approved by Resolution 113 of the Cabinet of Ministers of Ukraine on 24 February 2016.

Amendments have been introduced to the Provisional List of Enlisted Positions, Including Those Open for Servicewomen, and Corresponding Military Ranks and Pay Grades for Such Positions (Order 292 of the Ministry of Defence dated 03/06/2016). 63 previously restricted positions have become available for female servicemen. About two-thirds of the Provisional List positions remain classified and unavailable.

The Concept of Public Administration Reform has been approved, in which gender equality is defined as an integral part of the Public Administration Principles (CMU Order 474 of June 24, 2016) <http://zakon5.rada.gov.ua/laws/show/474-2016-%D1%80>

Gender component has been incorporated into:

- Poverty Reduction Strategy (CMU Order 161 dated 16 March 2016) <http://www.kmu.gov.ua/control/ru/cardnpd?docid=248898080>;

- 'Youth of Ukraine' State Social Programme for 2016 to 2020 (CMU Resolution 148 dated 18 February 2016);

- Procedure for Implementation of Public Youth Policy Programmes, Projects and Events (Order 808 of the Ministry of Youth and Sports dated 03.03.2016) <http://zakon2.rada.gov.ua/laws/show/148-2016-%D0%BF>.

The State Programme for Equal Rights and Opportunities for Women and Men Until 2021 is currently being developed.

Other activities: Local action plans are being developed throughout the oblasts (and have been approved in 7 oblasts, such as Vinnytsia, Zhytomyr, Kirovohrad, Mykolaiv, Rivne, Ternopil, Khmelnytsky).

Two training workshops on 'Women in times of conflict: actions and expectations' have been held for representatives of local state administrations and regional CSOs.

The 'Security and Peacekeeping' task group operates within the framework of the Public Council on Gender Issues under the auspices of the Equal Opportunities Inter-factional Deputy Association.

The advanced training course for the local state administration officials responsible for gender work has been held on 'Integration of gender approaches into the activities of local executive authorities' in partnership with the UN Population Fund in Ukraine.

The 'Gender Budgeting in Ukraine' project is being implemented in 4 ministries (Ministry of Social Policy, Ministry of Youth and Sports, Ministry of Education and Science, Ministry of Health), 12 regions (oblasts) of Ukraine and Kyiv ([Facebook.com/grbinukrainegrproject.org](https://www.facebook.com/grbinukrainegrproject.org)).

Under the project, four training events were held for public servants and heads of state-financed organisations on 'Essence and stages of gender responsive budgeting'.

Target Group: Women employed in the security and defence sector, internally displaced persons, young people, civil servants, heads of state-financed organisations, employers.

COUNTRY: UNITED KINGDOM

Objective 1. Combating Gender Stereotypes and Sexism

Legislative Changes: Introduction of an offence of Revenge Porn at section 33 of the Criminal Justice and Courts Act 2011, which includes disclosing private sexual images without consent and with intent to cause distress. This offence equally applies to video. A Fact sheet setting out details of this offence can be found here:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/405286/revenge-porn-factsheet.pdf

Policy Changes: The United Kingdom Government through the Government Equalities Office (GEO) aims to educate young people about healthy, respectful relationships, and about gender equality under a policy focus of primary prevention of violence against women and girls:

In 2014 we funded the Personal, Social and Health Education (PSHE) Association to develop guidance for teachers on resources to support teaching about body image. This included guidance on discussing gender stereotypes, image pressure and confidence.

We recently co-funded the second phase of the successful national *This Is Abuse* campaign, this time called "Disrespect NoBody", with the Home Office. The campaign was primarily aimed at 12-18 year-olds and ran from February to May 2016. It aimed to challenge young people's understanding of relationship abuse, including online, to stop young people become victims or perpetrators of this abuse. The TV adverts for the campaign focused on the gendered aspects of relationship abuse that perpetuate unequal power dynamics.

In 2016 GEO funded Media Smart, the education charity at the Advertising Association, to create a resource for parents and teachers that helps young people age 8-11 to better understand the images and stereotypes they see in advertising, including those that perpetuate gender stereotypes that can underpin inequality and perpetuate VAWG.

Other activities: The GEO is looking at ways to challenge online misogyny aimed at adults. Working alongside the Home Office we have a commitment in the national Violence Against Women and Girls strategy to "to map out current issues, prevalence, initiatives and barriers to addressing gendered online abuse to improve understanding and co-ordinate the response to online manifestations of VAWG."

GEO also funded the pilot phase of the Revenge Porn Helpline to respond to this new crime following introduction of legislation in 2015. We are now funding this service for a second year. The majority of revenge porn involves a female victim, indicating a gendered aspect to this abuse.

Target Group: Disrespect NoBody: 12-18 year olds
Media Smart: Parents, Teachers and young people 8-11

Objective 2. Preventing and combating violence against women

Legislative Changes:

- New offence of domestic abuse to tackle coercive and controlling behaviour commenced in 2015.
- Two new offences of forced marriage commenced in 2014

Policy Changes:

- National roll-out of Domestic Violence Protection Orders and the Domestic Violence Disclosure Scheme from 2014
- Domestic abuse training for police rolled out and revised domestic abuse guidance published in response to HM Inspector of Constabulary's recommendations following their inspections.
- The use of body worn video improving the collection of evidence
- For the first time police forces are collecting data against a national standard on all domestic abuse recorded crimes.

Other activities :

- New Violence Against Women and Girls Strategy published by the Government in March 2016 (<https://www.gov.uk/government/publications/strategy-to-end-violence-against-women-and-girls-2016-to-2020>)
- Increased funding of £80 million announced for tackling violence against women and girls
- The Government has provided a £2m grant to Women's Aid and Safe Lives to support a new domestic abuse early intervention project.
- Prevention campaigns to tackle rape and relationship abuse amongst teenagers launched and investment of £3.85m in a new campaign "Disrespect Nobody" to continue to build teenagers' awareness of issues such as consent, 'sexting' and relationship abuse.
- Continued funding by the Government to support national domestic abuse helplines, rape support centres, and a network of community based support through Independent Domestic Violence Advisers, Independent Sexual Violence Advisers and Multi Agency Risk Assessment Co-ordinators.

Target Group: Domestic violence and abuse victims

Objective 3. Guaranteeing Equal Access of Women to Justice

Legislative Changes: In April 2016, the United Kingdom Government amended the legislation concerning the evidential requirements that victims of domestic violence need to meet in order to access legal aid in private family disputes (such as those concerning child contact). In 2015-16, there were just under 10,000 private family cases that finished where legal aid had been provided to women. Women represented around 60% of the caseload.

In the legislative amendment, the evidential requirements were broadened, first to allow legal aid practitioners and the Legal Aid Agency discretion as to whether legal aid applicants had been victims of financial abuse and second to expand the time limit on evidence from two to five years. The relevant legislation, explanatory memorandum and impact assessment can be found here: <http://www.legislation.gov.uk/uksi/2016/516/contents/made>

When implementing the change, Ministers were clear that the regulations had been amended on an interim basis, pending further activities over the summer (see 'other activities' below). It is not yet clear what the impact of the change has been on women, as the relevant statistics are not yet available.

Other activities :

Domestic Violence

Over the summer of 2016, the Ministry of Justice have been working collaboratively with domestic abuse support groups such as Rights of Women and Women's Aid, legal representative bodies, such as the Law Society, and colleagues across government to gather evidence on the functioning of the current regulations governing access to legal aid for victims of domestic violence in private family law disputes.

A survey of legal aid practitioners and domestic abuse support groups resulted in more than 500 responses; focus groups have been held with family legal aid practitioners and work has been done with Women's Aid (and its sister organisation in Wales) to garner the views of victims directly.

The purpose of this activity is to make sure that, in the longer term, the regulations governing the provision of legal aid in this area are sustainable and evidence based. The then legal aid Minister announced this work in April 2016 (<http://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2016-04-21/HCWS690/>)

Sentencers

We are also working to improve the information available to sentencers and make sure that they are aware of the full range of sentencing options for women. The activities being undertaken to achieve this include the: publication of Rate Cards and Brochures for all Community Rehabilitation Companies, with easy access to these at court; consistent liaison with sentencers, to be underpinned by a Probation Instruction specifying regular structured contact between relevant National Probation Service staff and sentencers; measures to ensure the provision of high quality pre-sentence reports to sentencers; and appropriate and timely communications to keep National Probation Service staff informed.

Objective 4.

Achieving balanced participation of women and men in political and public decision-making

Policy Changes: On Public Appointments we have introduced an aspiration that 50% of new public appointments will go to women. We have seen great progress in this. For a long time the figure was stuck around 36% however, last year's figures show an increase to 44% and early indications of this year's figures show an increase to c.48%

On political representation we have enabled parties to use positive action measures, should they wish to increase participation by under-represented groups and extended the ability for political parties to use women-only shortlists until 2030.

The three main Political parties have committed to providing greater transparency by reporting on the diversity their political candidates. This is a voluntary approach which provides greater transparency over candidate selection by publishing anonymised data.

The United Kingdom Government have supported and promoted mentoring schemes and internships at local and national Government level to open up political life to black, Asian and minority women and disabled people.

Other activities: The Centre for Public Appointments has been set up in the Cabinet Office to work across Whitehall and with the Private Sector to identify and address barriers that could stop women applying. The also host and attend a number of events aimed at women who are seeking Board level positions and encourage them to apply.

The Cabinet Office also publish data annually, broken down by department to show progress against the 50% aspiration.

Target Group: Women seeking a Board level position.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes:

Equality Act 2010

The United Kingdom Government remains committed to the Equality Act 2010 as one of the strongest anti-discrimination frameworks in the world. The Government published a post-legislative memorandum on the Equality Act 2010 in July 2015, which concluded that the legislation was fulfilling its intended aims.

Reducing the gender pay gap

We are bringing in regulations which will require larger public, private and voluntary sector employers to publish information about their gender pay gap. This is an important step forward as transparency is one of the most powerful tools that we have for shaping behaviour and driving change.

Policy Changes:

Employers are being required to publish gender pay details under Section 78 of the Equality Act (2010). The limitation of the act is that equal pay is focussed on gender only. Without further primary legislation it is not possible to include other protected characteristics. By requiring publication of gender pay gap information, we are ensuring that larger employers regularly review their pay policies and systems. Many employers will want to build on this momentum by looking at other characteristics, as they work to promote workplace equality.

We will also extend these reporting requirements to the public sector because what we expect of business we should expect of ourselves. A consultation on public sector gender pay gap reporting was launched in August 2016.

Other activities:

Improving women's representation in senior and decision making positions

Excellent progress has been made in FTSE 350 companies through a voluntary government-backed business led approach, which saw the number of women on boards more than double between 2011 and 2016, and the elimination of all male boards in the FTSE 100. The 2016 Female FTSE Report, published in July contains the latest statistics and can be found at:

<http://www.cranfield.ac.uk/SOM/Research-Centres/Global-Centre-for-Gender-and-Leadership/Female-FTSE-Index-and-Report>

We are now supporting the independent Hampton-Alexander Review, which is championing the increased business-led target for 33% women on boards of the FTSE 350 by 2020, as well as a new focus on senior executive roles in those companies.

MAIN CHALLENGES:

The United Kingdom's newly appointed Prime Minister, Theresa May has put social mobility at the heart of the Government's work and has made clear her commitment to make Britain a country that works for everyone.

Over the coming weeks and months the Government will set out an ambitious programme of economic and social reform that will help make this change and build a true meritocracy in the United Kingdom.

