

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Strasbourg, 19 October/octobre 2017

GEC(2017)10 Rev

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

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

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

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\* English translation. Please see Part II of this document for the original contribution



## ALBANIA

Objective 1.  
Combating Gender Stereotypes and Sexism

Other activities  
Awareness campaign against gender stereotypes.

Target Group  
Students, pupils, etc.

Objective 2.  
Preventing and combating violence against women

Policy Changes  
National Strategy and Action Plan on Gender Equality 2016-2020.

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

Legislative Changes  
Empowering women and girls through their participation in decision-making, political and executive – being reflected in the amendments in the Election Code in the frame of local elections in 2015, which set a quota of 50% representation of each gender on candidate lists for members in the Municipality Council.

Policy Changes  
National Strategy and Action Plan on Gender Equality 2016-2020.

Objective 5.  
Achieving gender mainstreaming in all policies and measures

Legislative Changes  
Inclusion of gender equality as a core principle in the Organic Budget Law in June 2016.

## ANDORRA

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Legislative Changes

Law 1/2015 for the eradication of violence against women and domestic violence

This law aims to act comprehensively to prevent and combat violence against women and domestic violence. It establishes the right of victims and awareness-raising measures, prevention, education, research, intervention, protection and judicial response to the needs of victims of domestic violence and domestic violence.

This law, specifically Article 6, develops work that must be done to combat gender stereotypes and sexism.

## Policy Changes

This year, the Ministry of Social Affairs created the Department of Equality Policies. The functions of the Department are:

- i. to promote and develop programmes and transversal actions aimed at preventing and combating violence against women and domestic violence, and violence in any 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, especially students.

## Link

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

## Objective 2.

## Preventing and combating violence against women

## Legislative Changes

Law 1/2015 for the eradication of violence against women and domestic violence

This law aims at acting comprehensively to prevent and combat violence against women and domestic violence. The law establishes the right of victims and awareness-raising measures, prevention, education, research, intervention, protection and judicial response to the needs of victims of domestic violence and domestic violence.

## Policy Changes

The National Commission for Prevention of Domestic and Gender Violence (*Comissió Nacional de Prevenció de la Violència de Gènere I Domèstica* - CONPVG). This Commission has been created by Law 1/2015 for the eradication of violence against women and domestic violence. This commission has political and technical support to co-ordinate and co-operate with the ministries and departments involved in the issue of violence against women and domestic violence.

## Objectives of the Commission

- To develop guidelines for collaboration and co-ordination in combating violence against women and domestic violence.
- To promote strategic work between ministries and departments involved.
- To design strategies that must be implemented to raise awareness, prevention, detection

and intervention of the victims.

- To prepare a schedule for the implementation of the law and strategies
- To prepare the monitoring of compliance according to the law.
- To evaluate policies and actions undertaken.

#### Other activities

In Andorra there are two Associations (ADA and STOP VIOLENCES) working to eradicate violence against women and domestic violence. The Government works together with these associations through campaign planning, holding workshops in schools, shared cases, etc.

#### Target Group

Women who have suffered or are suffering domestic violence.  
Families who suffer domestic violence.

#### Link

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

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

##### Legislative Changes

##### Law 1/2015 for the eradication of violence against women and domestic violence

Article 5 of this law covers the rights of victims including the right to legal assistance. Everyone has the right to be informed of their rights and victims have a right to assistance with any legal actions to protect them. The right to legal assistance and legal advice involves specialised legal aid.

#### Target Group

Women who have suffered or are suffering domestic violence.  
Families who suffer 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 of Andorra in relation to all types of equality (gender, disability, nationality, religion, etc.) following which an Equality Act will be drawn up. One objective of this 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, for the first time, resulted in an absolutely gender-balanced composition of the General Council (Parliament of Andorra).

According to the latest study by the United Nations Organization Women in politics: in 2014, Andorra was the only state where the parliament which had a joint composition/gender-balanced.

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

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

Based on this study document, the General Council agreed 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 the field of gender equality in Andorra and, from there, to put in place a strategy promoted by the General Council and other public institutions to strengthen the culture of gender equality.
- Apply the following recommendations in the Action Plan sensitive parliaments gender IPU:
  - Ensure to the major possible extent, and depending on the election results and the elected candidates, equal representation in positions of responsibility in Parliament.
  - Try, if possible, that the chairs of legislative committees and the composition of international delegations are balanced.
  - Check the General Regulation of the Council in order to combine parliamentary activities with justified absences due to maternity, paternity or sick leave.
  - Establish indicators to promote the parliamentary legislative initiatives assessed from a perspective of gender equality.
  - Ensure that the statistical design incorporates gender indicators.
  - Consider legislative reform of the Public Law and the Labour Relations Code to facilitate greater participation of citizens, and therefore greater participation of women in political life.
  - Ensure that the legislative support Gender Commission can inform the plenary session of the General Council on its work and recommendations regularly.
  - Create a specific section within the Library of the Parliament on gender issues.
  - Include a set of actions relating to gender issues in the budget of the General Council.
  - 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

[Law 1/2015 for the eradication of violence against women and domestic violence](#)

One of the guiding principles of this law is that the policies and actions to be carried out when necessary should focus on the gender perspective in order to eliminate discrimination and social behaviours that promote sexist gender violence and domestic or other discriminations and inequalities that allow violence and discrimination as a mechanism to control the victim.

Target Group

Andorran population

Link

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



AUSTRIA
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Objective 1.
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Combating Gender Stereotypes and Sexism
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Legislative Changes
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Since March 2017, fathers are entitled to paternity leave and can stay at home with their child in the first weeks after the birth.

The participation and contribution of fathers slightly increased as a result of current child allowance provisions. A reform of child allowance legislation, which became effective on 1 March 2017, changed the current system. While formerly four different general child allowance options were available, the system is now based on a child allowance account.

This will add flexibility, freedom of choice and fairness to the child allowance system. Furthermore, a partner bonus will be introduced as an additional incentive for sharing childcare and household work. Both parents receive a one-off payment of 500€ each if they are granted child allowance for roughly the same time, i.e. the period during which child allowance is received must be distributed either 50:50 or up to 60:40.

Federal service employees have had the right to a "baby month" since 2011. The baby month is unpaid parental leave for fathers and can be used for a maximum of four weeks after the birth of a child.

Since 1 March 2017, fathers have been able to take a "daddy month" ("family leave") in the private sector as well. After the birth of a child, fathers can spend between 28 and 31 days at home with their family. During this time, they receive a one-off child allowance of 700€ (also for same-sex partners) and they have full pension and health insurance coverage. The "family leave" is not a legal right, which means that employers must agree.

In 2015, a project called *Men and the reconciliation of work and family life* was launched by federal ministries in co-operation with research institutes and social partners. One of the project's goals is to develop strategies to improve general conditions in companies in order to promote a fair distribution of childcare and household work and build awareness about the positive effects of shared responsibility for parenting. Moreover, an online calculator was introduced in November 2016. The simple tool is available free of charge at [www.gleich-berechnet.gv.at](http://www.gleich-berechnet.gv.at) and allows parents to calculate the implications of a fair distribution of employment and childcare on the shared household income.

Other activities
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A new counselling institution against cyber hate was established. [www.zara.or.at](http://www.zara.or.at)

Objective 4.
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Achieving balanced participation of women and men in political and public decision-making
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Legislative Changes
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<u>Balanced Participation in the Supervisory Board of large companies and companies listed on the stock exchange</u>
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According to a new law from June 2017 in all companies with more than 1 000 employees and in all companies which are on the stock exchange, there has to be at least 30% women (30% of each sex) in the supervisory board. If the 30% is not reached, the election of the board members can be declared void. Approximately 200 companies will be affected by this new law.

Curently, the share of women on the supervisory board is 18%, so this new law will be an important improvement for balanced participation in company boards.

#### Objective 5.

#### Achieving gender mainstreaming in all policies and measures

##### Policy Changes

The *Action Plan on Women's Health* will be another important step towards more gender-responsive healthcare and health promotion for women and girls in different stages of life. The Action Plan contains 40 different measures for these phases – youth, working age and old age – and will be steadily implemented with the help of a number of experts and stakeholders. The Action Plan represents the framework for a co-ordinated approach of all bodies involved in the promotion of women's health. Furthermore, the Minister for Women and Health provides annual subsidies to health centres for women.

##### Other activities

Equal Pension Day took place on 27 July 2017. Women only get 57% of men's pensions. 27 July is the day when men already have got as much pension as women will get all year.

Measures to change this huge gap have to be started much earlier, namely when it comes to employment. Austria still has a big gender pay gap and a high vertical and horizontal segregation of the labour market.

There are several important measures in place to change this. One of the recent measures is more wage transparency for women and men in private companies.

One of the main causes for the huge pension gap is the high rate of part time work of women, Here it is crucial to spend more money for childcare facilities and reach a more equal sharing of caring responsibilities.

Pension raise for pensions under 1 500€. 70% of the persons who have pensions lower than 1 500€ are women. Also the minimum pension, which mainly concerns women, has been raised. These are several measures in place to combat poverty for older women.

The 2016 amendment to the Social Security Act which took effect on 1 January 2017, introduced a higher standard rate for compensatory agreements for pension recipients with long-term employment in order to prevent poverty in old age, especially in women. People who contributed to pension insurance for at least 30 years now receive a minimum pension of 1 000€.

In order to improve pension security for women, the pension splitting scheme was also amended on 1 January 2017. While previously pension claims could only be transferred to the parent mainly devoted to childcare for four years per child, pension claims can now be transferred for a period of up to seven years after the birth of a child. Pension claim transfer can now be requested until the tenth birthday of the youngest child.

In order to inform women better about the pension system and their future pension options, a brochure about *women and pension* was published in 2015 and 2017. The brochure is available in relevant facilities across the country and online. It provides information about the pension system with a focus on the impact of part-time work and longer periods of no employment on future pensions.

## AZERBAIJAN

**Objective 1.  
Combating Gender Stereotypes and Sexism**
**Legislative Changes**

Strategic road maps for 12 areas have been approved with Decree No. 1138 of the President of the Republic of Azerbaijan dated 6 December 2016 "On Approval of Strategic Road Map on National Economy and Major Sectors of the Economy". The Strategic Road Map for the Production of Consumer Goods at the Level of Small- and Medium-Sized Enterprises in the Republic of Azerbaijan, specifically for women entrepreneurship development, is intended to increase the employment of women in the "Roadmap for Strategic Road Mapping and Processing in the Republic of Azerbaijan".

The State Committee for Family, Women and Children Affairs is preparing the draft National Action Plan on the protection of women rights and ensuring gender equality. The National Action Plan on Gender Equality is being drafted under the "Azerbaijan 2020: Vision into the Future" Development Concept.

At the same time, the State Committee is preparing a special Family Strategy which will include parts on combating gender stereotypes and sexism in family relations.

**Policy Changes**

Development Concept "Azerbaijan 2020: look into the future", proved that gender problems remain the centre of attention. Measures to prevent gender violence, support equality, create opportunities for women on the labour market, promote women in the workplace and expand their opportunities to occupy leading positions are defined as the main direction of the state policy. A number of documents such as the "National Action Plan on Gender Equality", "Azerbaijan's Family Strategy" and the creation of a system to monitor both the evasion of education and early marriages are being carried out for implementation.

One of today's important tasks is the elimination of gender based violence and sexism. Special monitoring groups on violence were established in the country with the participation of different state organisations and executive powers. As an effective monitoring mechanism, these local groups examine the situation and effectiveness of the measures implemented measures, determine the families at risk and provide support for them, analyse the causes of violence and provide protection for the victims. To improve the collection, analysis and use of data and research to enhance violence prevention, the Government of Azerbaijan has already started the establishment of a country-wide online database on violence against women. Round tables, specific television programmes, newspaper supplements with the aim of awareness raising campaigns are conducted regularly.

One example of the joint activities between the Committee and international organisations in this field is the joint project of the Committee and the United Nations entitled "Promotion of active participation of women from rural areas in social and economic life of the country." The purpose of the project was to strengthen the role of women in rural areas in decision-making processes.

Future steps in the field of protection of women's rights have already been defined by the Government. In this regard, as stipulated in "Azerbaijan 2020: Look into the Future", the Concept of Development, Family Strategy, Child Strategy and Child Code will be adopted. It has become practice to integrate a gender equality perspective into domestic legal research and legislation to fight against gender stereotypes and sexism.

The State Committee with NGOs and international organisations play a significant role in the system of advocacy. In 2017 special advocacy projects were organised:

“Enabling civil society to play a greater role in advancing gender equality and women’s rights”  
Development of a legal education guide for Civil Society Organisations (CSO) on the CEDAW Convention.

Awareness-raising session for NGOs to improve their understanding of CEDAW.

Development of a toolkit on effective advocacy to promote women’s rights.

Delivery of training to NGOs on effective advocacy to promote women’s rights.

Development of a toolkit on monitoring fulfilment of obligations under the CEDAW Convention and guidelines on preparing an alternative CEDAW report.

Delivery of training on monitoring and reporting under the CEDAW Convention.

Organisation of a simulation exercise modelling a CEDAW committee session with the participation of government and CSOs.

Women Resource Centres (WRC) are established and/or maintained as a vehicle to support women’s civic engagement in regions

Assessment of barriers preventing women’s civic engagement in the target regions.

Establishment of a new Women Resource Centre in Bilasuvar.

Training for three WRCs to build robust capacity on organizational development.

Support to development and Implementation of Action Plans for the three WRCs.

Study tour for WRC co-ordinators and/or active WRC members to learn experiences on community-based women’s organisations abroad.

Women community groups are equipped with tools and resources to exercise their right to social participation

Development of a Resource Guide to Advancing Women’s Economic and Social Rights using CEDAW and a booklet on economic and social rights of women in Azerbaijan.

Training to improve legal education of women on CEDAW convention and economic and social rights in Azerbaijan.

Training on Strengthening Women’s Social Participation in Rural and Peri-urban Areas.

Awareness-raising campaign among local communities about women’s contribution to community development and Azerbaijan’s tradition of women’s social activism.

Training for women on the basics of NGO Establishment and Management.

Networking among women activists from the three target regions through three face-to-face meetings and social media platforms.

Provision of legal advice to the community activists interested in establishing local NGOs.

Women are enabled to more actively participate in economic activities and exercise their economic rights

Assessment of employment opportunities/vacancies in the local labour market that could be filled by active women of the target regions.

Trainings courses in the WRCs based on the labour market demand (e.g. CV writing, computer courses, accounting and others).

Production of a booklet on economic empowerment and delivery of awareness-raising sessions to broaden understanding of the career choices.

Meeting with the private sector and banks to sensitise them to gender specific needs and initiate dialogue between the businesses and civil society activists to promote women’s rights.

Organisation of a job fair as a venue to bridge job-seeking women with potential employers.

Production of the ‘*Start and Improve your Business*’ training manual and delivery of business start-up training including support to business proposal writing.

Competition for best business proposal among women graduates from the *'Start and Improve your Business'* training and procurement of in-kind inputs to support winners of the competition.

"Enabling civil society to play a greater role in advancing socio-economic rights of vulnerable populations. Specific component: 'CEDAW in Action'- Building Infrastructure and Documentation Resource for Civil Society and National Women's Machinery"

"Gender Assessment: Analysing Barriers to Economic and Social Participation of Women and Girls and Producing Action Oriented Recommendations"

#### Other activities

Within the framework of joint co-operation of the Committee and the European Union TAIEX programme,

Two-day international workshop on "Gender Issues and Media" was held on 3 May 2017. The aim of the workshop was to discuss how best to advance the promotion of gender equality in and through mass media in Azerbaijan on the basis of best practices from the European Union. In this regard, the State Committee has requested the TAIEX Workshop to learn from best practices of member states of the European Union (Croatia, Lithuania, Poland and Sweden), strengthen the co-operation among the relevant state bodies and contribute to a more effective promotion of gender equality in and through mass media in Azerbaijan.

Activities include the development of the influence of mass media in the structure of preventing gender stereotypes, sexism and sex discrimination.

#### Target Group

Activities implemented by the State Committee on the prevention of sexism and gender inequalities (especially advocacy work) involving journalists, trainers, human rights defenders, lawyers, civil servants and NGOs.

#### Useful link

<http://scfwca.gov.az/en>

### Objective 2.

#### Preventing and combating violence against women

##### Legislative Changes

New action plans, law, guidelines, amendments to the legislation (codes and laws) and a change in the process of establishing a system of preventing domestic violence and combating violence against women.

Azerbaijan continues to improve the system of rehabilitation and social support of the domestic violence victims.

The Law of 30 June 2017 on "Amending the Law of the Republic of Azerbaijan on Prevention of Domestic Violence" was adopted. A new Article 12.4 has been added to the Law on the Prevention of Domestic Violence for the immediate implementation of the court's decision to award a long-term enforcement order.

The State Committee for Family, Women and Children Affairs is preparing draft of the National Action Plan on the prevention and combating of domestic violence and violence against women.

### Policy Changes

Our economic development has opened new opportunities for Azerbaijani women. Azerbaijani women have been actively working in various spheres of the country's life, and act as state builders, members of parliament and activists of a civil society. Nowadays the deputy heads of executive bodies of the regions of our country are women. It has to be noted that the advancement of women to the decision-making positions consolidate the development of women's entrepreneurship.

There are more than 200 women NGOs in our country fighting against domestic violence. The State Committee organised more than one thousand advocacy projects about combating violence against women and the prevention domestic violence.

Azerbaijani Government in co-operation with United Nations Population Fund implementing the project under the title "Combating GBV in Azerbaijan".

### *Legal and policy environment for effective prevention, protection and accountability mechanisms for reducing GBV is improved*

Within the objectives of the project, an in-depth analysis of GBV legislation in Azerbaijan was conducted by the international expert and a report was based on the findings. The report was translated into Azerbaijani and will be shared with the government. Within the inter-agency mechanism on the GBV component, a needs assessment aimed at the establishment of a national referral mechanism on GBV prevention and response in Azerbaijan, was conducted by the international expert and the CEDAW Committee member, Pramila Paten. The report outlining the major requirements for the structure, composition and roles and responsibilities of a national referral mechanism, including recommendations for effective follow-up, was developed by the expert and translated into Azerbaijani. The final version of the NAP on a response to GBV is ready and all the aforementioned documents within the activities of the second objective will be shared with the relevant government stakeholders shortly. Within the component on supporting engagement of CSOs for tracking the implementation status of treaty body recommendations on GBV, capacity-building training will be conducted for the mentioned Target Group on 3-5 November 2017. Capacity building includes development of manuals and materials on the respective theme. Training will be conducted by two local experts.

The essential service package on GBV prevention and response which provides the framework and instructions on the provision and co-ordination of the services to professional staff in the national institutions was translated into Azerbaijani. After final editing, it will be shared with the relevant state bodies. In order to increase the knowledge and skills of service providers in dealing with cases of GBV, capacity-building training will be organized and conducted by an international expert. Initial contact has been made with the expert and confirmation about the content of the training. A four-day training session will be organised mainly for the staff of FSCs with the participation of a few members of NGOs dealing with GBV issues. Training will take place in November 2107. The capacity-building training will be based on the results of the needs assessment conducted with FSCs and accredited NGOs for GBV matter. The objective also includes conducting information sessions on GBV response in six regions of Azerbaijan. The activity is being realised by two sub-grantees. "ASAN Volunteers" Youth Organisation has been raising awareness for all members of communities in the Ganja-Gazakh, Sheki-Zagatala and Guba-Khachmaz regions since May 2017. Information sessions have already taken place in the first two regions. By August 2017, 33 information sessions had been organised for 659 people (350 women; 309 men) in the target communities. The Centre for Social and Psychological Studies organised 31 information sessions on GBV response to male groups of communities in the Aran, Absheron and Lenkoran regions. 608 men participated at the awareness-raising activity. Information sessions by two partner organisations will be finalised in October 2017.

Project communication and visibility is ensured through a variety of means. A series of alerts were sent to media outlets to ensure that the GBV issues remain in the focus. The GBV project's implementing partner "ASAN Volunteers" and UNFPA conducted a joint social media campaign, using the sketches aimed at debunking the myths about gender norms and gender-based violence, and planning to build the consistent continuation of the social voice of organisations. The social media campaign which lasted for one month reached 10 000 Facebook users. The project's major activities were highlighted.

#### Other activities

During April, the Committee organised awareness-raising events in line with the National Action Plan for 2014-2018 on combating trafficking in human beings in the Azerbaijan Republic in the educational centres (schools, universities) of the Republic of Azerbaijan with the title "The dangers of human trafficking and child labour exploitation." Awareness-raising events were held with the participation of experts from the Ministry of Internal Affairs and NGO representatives.

On 5 May 2017, the event was held with the participation of specialists responsible for the provision of medical, psychological and relevant assistance to the victims of human trafficking (asylum and assistance centres) in accordance with the "National Action Plan on Combating Trafficking in Human Beings (2014-2018) in the Azerbaijan Republic" approved by the Order of the President of Azerbaijan Republic dated 24 July 2014, No. 667.

Representatives of the shelter for the victims of human trafficking under the Ministry of Internal Affairs, Anti-Trafficking Department, "Family World" Legal Assistance to Families Public Union, "Clean World" Aid to Women Public Union, Azerbaijan Children Union were participated at the event.

#### Objective 3.

##### Guaranteeing Equal Access of Women to Justice

###### Training and awareness-raising

The Council of Europe together with the Ministry of Justice of the Republic of Azerbaijan implement a specific project on "Improving Women's Access to Justice in Six Eastern Partnership Countries" in Azerbaijan in 2015-2017.

During 2015-2017, the Ministry of Justice organised trainings on the prevention domestic violence and gender equality. Training sessions were organised in the Justice Academy of the Republic of Azerbaijan at which lawyers, future judges, civil servants and students participated.

Gender mainstreaming, protection of the human rights and the legal mechanisms of fighting against discrimination and violence were the main topics of the seminars, which will continue to be organised.

"Training on the CEDAW Convention and Optional Protocol" (implemented by WARD in partnership with SCFWCA) – 26-29 April 2017

The role of the activity was to raise awareness about the CEDAW convention, the mechanisms for gender equality and the optional protocol of the CEDAW Convention.

The main activity was to conduct a four-day training session for the representatives of civil society, journalists and interested individuals. Training increases the knowledge about international conventions and national legislation in the sphere of the protection rights of women in social, legal,

judiciary and economic spheres.

#### Target Group

Members of the judiciary, lawyers, future judges, civil servants, human rights defenders, NGOs and students.

#### Useful link

<http://academy-justice.gov.az/>

#### Objective 4.

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

##### Policy Changes

The conception ensures equal rights for men and women in the labour market, empowerment of women and creation of favorable conditions for promotion women to decision-making positions. For this purpose, the country develops female leadership and promotion of women to senior positions. As a result, the number of women in municipalities has increased from 4 to 34% and 27% of them are chairpersons of the municipal bodies. The number of women in the Parliament has increased to 16%. Nowadays the deputy heads of all executive bodies are also women. It should be noted that the advancement of women to decision-making positions is a supporting and connecting element, and consolidates the development of women's entrepreneurship.

GIZ Local Governance Programme South Caucasus realises DAYAQ Mentoring Project in co-operation with State Committee on Family, Women and Children Issues since 2012. The core idea of "DAYAQ" Mentoring Programme is empowering women participation through creating support ties and networking for newly elected local women politicians in Azerbaijan.

In the 2017 programme, with the support of the State Committee for Family, Women and Children Affairs, a number of capacity-building and awareness-raising campaigns will be undertaken to promote and encourage women's representation in local decision-making processes and leadership positions.

##### Gender awareness training in ten districts (rayon)

Gender training is a development intervention which aims to create change awareness, knowledge, skills and behaviour in relation to gender. As gender is a political subject, it spans all aspects of our social structures from family health to state institutions.

##### Objectives:

- endorse the impact and perspectives of women participation in local decision by male politicians/champions;
- understand the attitude of males towards gender development, the biases and stereotype thinking of people.

##### Specific objectives:

- raise awareness about gender and gender mainstreaming;
- discuss gender concepts and their importance;
- explore the relationship between gender and power.

##### Leadership training in 25 districts (rayon)

##### Objective:

- how and by which means women leaders can strengthen their leadership roles in local



governance; how they should be more efficient and visible in local politics.

### Development of training manual

#### Objective

- develop a training material which can be used to teach leadership and/or communication training courses for the key Target Group: key female leaders, candidates and elected women in councils

#### Other activities

Women entrepreneurs of our country represented in the light, food and textile industries, carpet weaving, folk art, agriculture, trade in services, as well as in medicine and education. Women entrepreneurs have increased to 20% but this figure is not satisfactory.

The workshops on "Ensuring gender equality in local self-governance" were held in May and June 2017 in the Absheron, Khachmaz, Guba, Sheki, Gakh, Zagatala and Balakan, Saatli, Imishli and Beylagan regions in co-operation with the German International Co-operation Society (GIZ).

The Public Council on family, women and children issues had been organised by the Committee based on the elections in June 2017.

The four-day workshop on "Prevention of women's rights: the Convention on the Elimination of all Forms of Discrimination Against Women and Optional Protocol to the Convention" had been organised by the Committee in 2017.

The number of women in decision-making positions:

- One of the three Deputy Chairs of Parliament
- 21 Members of the Parliament out of 125
- The Chair of the State Committee for Family, Women and Children Affairs (Member of the Government)
- The Chair of the State Committee for Family, Women and Children Affairs of the Nakhchivan Autonomous Republic
- The Chair of the Board of Directors at the State Exam Centre of the Republic of Azerbaijan
- The Commissioner for Human Rights (Ombudsman) of the Republic of Azerbaijan
- The Commissioner for Human Rights (Ombudsman) of the Nakhchivan Autonomous Republic
- One Deputy Chair of the Cabinet of Ministers of Nakhchivan Autonomous Republic
- Minister of Culture of Nakhchivan Autonomous Republic
- One Deputy Chairman of the Constitutional Court of the Republic of Azerbaijan
- One Co-Chair of the Chamber of Auditors out of 3
- Three Deputy Ministers (Ministry of Economy, Ministry of Health, Ministry of Culture and Tourism)
- One Vice President of the National Academy of Sciences of Azerbaijan
- One Vice-President of the State Oil Fund of the Republic of Azerbaijan out of 3
- Head of Executive Power of Absheron District of Azerbaijan
- 79 Deputy Heads of the Executive Powers in the Districts of Azerbaijan
- 35% of Members of Municipalities
- Over 200 high ranked diplomats (Ambassadors, Consuls, 1st, 2nd, 3rd Secretaries)
- 65 judges (including judges of Constitutional, Supreme, Appellation and other high level courts)
- 2 889 various level officers serving in the structures of the Ministry of Internal Affairs.

- 1 210 various level officers serving in the structures of the Ministry of Justice, including 28 female notaries

#### Useful links

<http://scfwca.gov.az/en>

<https://www.facebook.com/AilQadinVUsaqProblemlriUzrDovltKomitsi/?ref=settings>

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

#### Policy Changes

Women entrepreneurs of our country represented in the light, food and textile industries, carpet weaving, folk art, agriculture, trade in services, as well as in medicine and education. The percentage of women entrepreneurs has increased to 20%.

Technical assistance project on “Encouraging women’s participation in economical and social life in rural and regional areas”.

The State Committee for Family, Women and Children’s Issues with the United Nations Development Programme started the technical assistance project “encouraging women’s participation in economical and social life in rural and regional areas” in Azerbaijan in 2011. The main purpose of the project is evaluation of the necessities and problems of rural women related to economical and social life, ensuring their participation in economical life, providing favourable environment concerning their business and social activities. The project covers a six-year period from 2011 to 2017.

In the framework of the project, a training course on “Gender mainstreaming policy and programmes for the participation of women in economical life” took place in the Surakhani district on 6-7 April 2017. The participants included women working in municipalities and executive authorities,

The State Committee for Family, Women and Children’s Issues, the Ministry of Economy and the National Confederation of Entrepreneurs (Employers) held an international conference on “Development of women entrepreneurship: challenges and perspectives” on 25 April, 2017. The main purpose of the conference was to enhance the entrepreneurship activity of women, protecting their rights and providing decent working conditions, co-operating in the appropriate field for enlightenment projects and determining perspectives. During the conference the topics discussed included new perspectives for female entrepreneurship, new tendencies, initiatives and experiences, and enlightenment as a way of eliminating economic dependence.

The State Committee for Family, Women and Children’s Affairs and Public Television held the telecast “Talk time” dedicated to women prisoners on 14 June 2017. During the telecast the causes for the imprisonment of women, their current lifestyle, their problems, future plans, integration into society and other issues were discussed.

#### Other activities

The State Committee for Family, Women and Children’s Affairs, in co-operation with the State Committee for Work with Religious Organisations organised the Conference under the title “Islam Solidarity and propaganda of family values”. The main topics of discussions were: propaganda of the family institution, the role of family and religion in establishing and preserving the family institute in Azerbaijan, attitude to family and woman in Islam, etc.

#### Promoting Rural Women’s Participation in Economic and Social Life

*Project background information*

The State Committee and UNDP have been jointly implementing the project on “Promoting Rural Women’s Participation in Economic and Social Life” since 2011, as funded by UNDP, the Coca-Cola Foundation, the European Delegation to Azerbaijan, and the US Agency for International Development. The project’s overall goal is to support the engagement of rural women and girls in economic and social life of their communities by creating different opportunities for socio-economic participation through training, support with job search and employment, vocational education, women-led entrepreneurship, awareness raising around gender equality and women’s rights, etc. The project started as a pilot phase in Sabirabad in 2011 and since then has expanded to Neftchala, Salyan, Bilasuvar and Masalli, as well as some networking and policy-related activities in Baku.

To date, the project, in co-ordination with the SCFWCA and local authorities, has implemented numerous activities, including but not limited to the following:

- Establishing Women Resource Centres (WRCs) in the Sabirabad, Neftchala, Masalli, Bilasuvar and Salyan regions.
- Legal registration of WRCs as community-based women-led organisations to ensure their sustainability and continued role as rural women’s agencies.
- Research into the needs and concerns of rural women in target regions in regards to their opportunities and constraints in different areas, such as employment, education, health, vocational skills, household economies, gender roles and stereotypes, social activism, etc.
- Supporting economic agency of rural women by capacity development and network building activities, such as creating the mechanism for disseminating knowledge, technical skills and facilitating information exchange and support network building among economically active women residing in rural and sub-urban settlements.
- Support for business planning, establishing and improving more than 50 women-led businesses in project areas.
- Strengthening the participation of rural women in community-based activism and decision-making through awareness raising, capacity development and network building.
- Training for over 200 rural women in community activism, gender equality, organisational development, job searching, financial literacy, family budgeting, and other areas.
- Organising gender awareness sessions for over 1 000 rural men and women on negative impacts of violence against women and systemic injustice stemming from gender biases and stereotypes.
- Providing vocational education for 114 young girls and women in pastry-making, sewing, hair-styling, and home cooking skills to promote home-based socio-economic engagement and create potential for micro-businesses.
- Strengthening the sensitivity of private sector (banks, credit organisations, private enterprises, and potential employers) to gender needs and interests of women in rural areas.
- Supporting the development of policies and programmatic interventions in the area of economic empowerment and community-based activism of rural women.

Detailed activities under each project:

“Economic and Social Empowerment of Rural Women and Youth”

1) Support rural women of Neftchala and Salyan to increase the level of their economic and social participation through development of professional and entrepreneurial skills and social networking:

Assess the labour market in Neftchala and Salyan, in the context of local economic development

(economic mapping) and state regional development and employment strategies:

- Meetings with local women to build groundwork/networking for future Salyan WRC.
- Business development workshops for women entrepreneurs of Neftchala.
- Business development in Salyan: business plans training, competition and in-kind support to women business start-ups.
- Collaboration with Neftchala Vocational Education School (VES) (possible actions may include: new vocational courses for women, gender-sensitive curriculum development).
- Support WRC Annual Action Plan and Events Calendar (including organising "master class" workshops on make-up, hair-dressing, psychological consultation, etc.; celebrate national holidays; organise local job fair or exhibits; support to community projects).
- Improve and promote women's access to the WRC resource library.
- Support WRC registration process as Local NGO at the Ministry of Justice.

2) Promote social tripartite dialogue between government, trade unions and employers to address the economic needs of rural and young women:

- Conduct training on the *"Gender-sensitive policies and programmatic interventions for economic participation of rural women"* for staff of MLSPP, representatives of trade unions, private sector enterprises, and public officials from other relevant agencies
- Publishing of educational materials for public officials working with rural women

3) Address the gender biases and stereotypes in target communities related to the choice of jobs and gender-based distribution of family duties:

- Conduct awareness raising and sensitisation campaign to change gender stereotyping related to the choice of jobs and gender-based distribution of family duties.
- Establish new group, or build capacity of existing group of young facilitators ("training of trainers").
- Young facilitators conduct gender-awareness sessions in village communities and with upper grades of village schools (topics: GBV, girls' education, women employment, family duties, etc.).
- Improving the capacity of schools with gender-sensitive [extra-curricular] learning materials and teacher training (including, gender awareness-raising training).
- Water and sanitation awareness sessions for upper-grade high school children, village communities and women.

Target Group

Scientists, teachers, students, trainers, media representatives and others.

Useful links

<http://scfwca.gov.az/en>;

<https://www.facebook.com/AilQadinVUsaqProblemlriUzrDovItKomitsi/?ref=settings>

#### ADDITIONAL COMMENTS

The Azerbaijani Government is fully committed to ensuring gender equality in all spheres and better protection of women's rights, as we consider these factors fundamental to building a real democratic society.

Since the establishment of the State Committee for Family, Women and Children's Affairs in 2006, this governmental body with a ministerial portfolio has been responsible for formulating and

pursuing state policy on all aspects of promotion and protection of women's rights and women's empowerment. This is a very important achievement in improving the institutional framework to address the key gender issues on a governmental level, including better implementation of CEDAW obligations.

## BELGIUM\*

## Objective 1.

## Combating gender stereotypes and sexism

## Legislative changes

In June 2016, the parliament of the French-Speaking Community adopted a decree amending the coordinated decree of 26 March 2009 relating to audiovisual media services, in order to increase the focus on equality between women and men.

Equality between women and men is explicitly mentioned in the chapter of the decree dedicated to the obligations of service editors with regard to respect for human dignity and the protection of minors.

The same reference to respect for equality between women and men is made with regard to both commercial communications and audio and television programmes.

The Licensing and Supervision Board of the National Audiovisual Council (CSA) was also entrusted with the new tasks of participating in periodic analyses relating to the balanced representation of women and men, encouraging the dissemination of good practices with regard to combating sexist stereotypes and making specific recommendations, if necessary.

## Policy changes

In the French-Speaking Community, a database (DB) for journalists called expertalia.be was set up. This database, developed by experts on women's issues who come from different backgrounds, is designed to answer the expectations of journalists and aims to help them identify experts of different origins in order to diversify their traditional contact lists. A conference to present and promote the database was held on 28 October 2016.

It should be possible to measure the impact of expertalia.be in 2017 through the introduction of a print media diversity barometer (possibly also covering radio), which will be combined with the National Audiovisual Council's barometer that will focus on diversity in television.

## Link

<https://www.facebook.com/zituhiervoorietstussen/>

## Objective 2.

## Preventing and combating violence against women

## Legislative changes

The law of 6 July 2017 introducing the fifth series of measures relating to justice added Article 458ter to the Criminal Code in order to allow professionals to break confidentiality during organised consultations without committing an offence.

The Board of Prosecutors General and the Minister of Justice adopted a new circular on research policy and legal proceedings against violence linked to honour, female genital mutilation and forced legal cohabitation and marriage (COL 06/2007). This circular came into effect on 1 June 2017. It sets out guidelines regarding the nationwide joint police and judicial approach (appointment of contact persons, plan of approach, better record-keeping, professional training, collaboration between stakeholders, etc.).

### Policy changes

The Belgian authorities have continued implementing the national action plan to combat gender-based violence (NAP 2015-2019),<sup>1</sup> prepared within the framework of the Istanbul Convention.

At federal level, work to combat sexual violence is continuing. After a feasibility study carried out on establishing multidisciplinary sexual assault referral centres (SARC), a pilot project for their development began in 2017.

At the end of 2016, the State Secretary worked towards the introduction of a “reporting code” for professionals to use when the Criminal Code obligates them to maintain confidentiality, yet they are faced with cases of partner abuse (or suspect partner abuse).

A risk assessment tool for partner abuse has been available online since July 2016. In cases involving partner violence, this tool offers professionals (police officers, prosecutors and judges, etc.) a practical way of assessing problematic situations correctly, immediately and in a structured manner. An information session was held in October 2016 and a morning study session in December 2016 so that professionals in the police and judicial sector could familiarise themselves with the tool.

A study on the different types of therapeutic interventions carried out on perpetrators of partner abuse and their effectiveness began in the 2016-2017 period. Its objective is to find out how these programmes are structured and organised, who follows the programmes and how these people are referred to the programmes, and to determine how to optimise the programmes in the future, while respecting international guidelines.

A best practice guide to improve prevention and protection for girls and women who are victims or at risk of female genital mutilation has been available nationwide since January 2017. The European Platform for Knowledge and Training UFGM (United to End FGM) was launched in Belgium in February 2017. A new study on the prevalence of women who are already victims of FGM and girls who are at risk in Belgium began in April 2017 in order to have up-to-date data by February 2018.

Actions to combat violence were also carried out in the French-Speaking Community in the context of the participatory process of the women’s assembly, Alter Egales, launched by the Minister for Women’s Rights in 2015. A third call for projects was issued in 2017 with funding of 300 000 euros to support women’s associations wishing to develop and carry out initiatives on the theme of “the right to physical and psychological integrity”. Three committees were also established to propose recommendations relating to three specific sub-themes: sexist harassment in public places, media handling of violence against women, and violence in the field of prostitution.

A free telephone helpline was launched for victims of sexual violence and members of the professions concerned. A publicity campaign for this hotline entitled “SOS rape” was carried out using three poster formats, particularly in frontline and professional services including general practitioners’ and gynaecologists’ surgeries. [www.sosviol.be](http://www.sosviol.be)

Working in partnership, the French-Speaking Community, Wallonia and the French Community Commission led the campaign, “There’s no excuse for domestic violence – Marie’s diary”, in order to inform the wider public about domestic violence. A TV and a radio commercial were broadcast at several times in the year on French-speaking audiovisual media. Posters, business cards and badges were also distributed. [www.journaldemarie.be](http://www.journaldemarie.be)

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[http://igvm-iefh.belgium.be/fr/publications/plan\\_daction\\_national\\_de\\_lutte\\_contre\\_toutes\\_les\\_formes\\_de\\_violence\\_basee\\_sur\\_le\\_genre](http://igvm-iefh.belgium.be/fr/publications/plan_daction_national_de_lutte_contre_toutes_les_formes_de_violence_basee_sur_le_genre).

#### Other activities

In February, the State Secretary for equal opportunities initiated the “100 a day” campaign, highlighting the number of rapes committed each day in Belgium. In the days leading up to Valentine’s Day, the campaign, symbolised with a shredded rose, asked victims to break the silence and condemn all forms of sexual abuse. The State Secretary also started a project to design a sexual abuse prevention campaign developed by and for students within the Target Group (students aged between 18 and 25). The project that won the competition was presented in May 2017.

#### Objective 3.

##### Guaranteeing equal access of women to justice

#### Other activities

At federal level, the Institute for the Equality of Women and Men began a study on the experiences pregnant women have had with their colleagues, bosses, co-workers, clients and suppliers to better understand the extent of the discrimination they are still victims of, despite being protected by law.

The French-Speaking Community, Wallonia and the French Community Commission supported the implementation and distribution of the study, “The interests of the child with regard to protection measures and criminal procedures linked to female genital mutilation (FGM)”, on the occasion of the International Day of Zero Tolerance for Female Genital Mutilation, on 6 February 2017.

#### Objective 4.

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

#### Other activities

At federal level, in October 2016, the Institute for the Equality of Women and Men published figures on the implementation of the 2011 law establishing quotas on corporate boards in certain types of businesses, showing an increase in the presence of women from 8.2% to 21.6% between 2008 and 2016.<sup>2</sup>

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

#### Legislative changes

At French Community level, following the adoption of the decree of 7 January 2016 on gender mainstreaming in all French Community policies, the Wallonia-Brussels Federation Government adopted two implementing decrees: the first lays down the composition and remit of the co-ordination group tasked with implementing the decree of 7 January (Implementing Decree of 25 May 2017) and the second describes and validates the tools for implementing this decree, namely the gender test and the budgetary method, as well as their scope of application (Implementing Decree of 8 March 2017).

#### Policy changes

At federal level, the government continued implementing its gender mainstreaming action plan. It presented its interim report<sup>3</sup> to the parliament in July 2017. This report shows some advances have been made but also mentions some of the difficulties encountered, particularly in the involvement of superiors and the use of gender statistics. During the period in question, the Institute for the Equality of Women and Men continued to provide targeted training courses and conducted gender

<sup>2</sup><http://igvm->

[iefh.belgium.be/fr/actualite/quotas\\_de\\_genre\\_dans\\_les\\_conseils\\_dadministration\\_des\\_entreprises\\_cotees\\_ou\\_en\\_est\\_on](http://igvm-iefh.belgium.be/fr/actualite/quotas_de_genre_dans_les_conseils_dadministration_des_entreprises_cotees_ou_en_est_on)

<sup>3</sup>

[http://igvm-iefh.belgium.be/fr/publications/rapport\\_intermediaire\\_sur\\_la\\_politique\\_menee\\_conformement\\_aux\\_objectifs\\_de\\_la\\_quatrieme](http://igvm-iefh.belgium.be/fr/publications/rapport_intermediaire_sur_la_politique_menee_conformement_aux_objectifs_de_la_quatrieme)



budgeting assessment of the 2017 budget.

At the French Community level, following the adoption of the decree of 7 January 2016 on gender mainstreaming in all French Community policies, the Wallonia-Brussels Federation established several institutional mechanisms to ensure the successful implementation of the decree.

The first of these mechanisms is the establishment of a gender support unit within the Directorate of Equal Opportunities of the Ministry of the Wallonia-Brussels Federation. The purpose of this unit, comprising two staff members, is to provide assistance and administrative and scientific support to staff of the Ministry of the Wallonia-Brussels Federation and to staff of the ministers' private offices regarding the implementation of the decree of 7 January 2016.

In accordance with Article 8 of the decree of 7 January 2016, the second mechanism is the establishment of a Co-ordination Group, which is in charge of implementing the decree's objectives. Since its establishment, the group has met twice, on 29 September 2016 and on 22 February 2017.

The third mechanism is a training course focusing on the concepts of gender mainstreaming and gender budgeting, as well as on tangible tools for their implementation in the Wallonia-Brussels Federation – namely the gender test and the gender budgeting method. By September 2017, 96 people had already taken the training course (heads and deputy heads of ministers' private offices, general officials and managerial staff). Around 100 people are enrolled for the October and November courses in 2017. The last mechanism is the development of tangible tools for the practical implementation of this mainstreaming programme, namely the gender test and a gender budgeting method. An initial version of these tools is currently available to all Wallonia-Brussels Federation staff members and work to computerise and simplify the tools is already being carried out by the gender support unit.

BOSNIA AND HERZEGOVINA
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Objective 1.
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Combating Gender Stereotypes and Sexism
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Legislative Changes
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As reported before, two key laws related to the combating gender stereotypes and sexism are the Law on Prohibition of Discrimination ("Official Gazette BiH", no. 59/09 and 66/16) and the Law on Gender Equality in Bosnia and Herzegovina ("Official Gazette BiH", no. 16/03, 102/09 – consolidated version 32/10).

The Law on Gender Equality in Bosnia and Herzegovina (GEL) is the first law focusing on gender equality in Bosnia and Herzegovina (BiH) and is mainly based on the UN Convention on the Elimination of All Forms of Discrimination against Women. The main aim of the Law is to regulate, promote and protect substantive gender equality and guarantee equal opportunities to all citizens, in public as well as in private life, and to create mechanisms for protection against discrimination based on gender and sexual orientation. The main approach regulated by GEL in achieving gender equality is gender mainstreaming as a policy instrument which regulates the obligation of all competent authorities.

In 2009, BiH adopted the Law on Prohibition of Discrimination (LPD) which provisions protect citizens of BiH against discrimination in all spheres of life and work: including: employment, health and social protection, judiciary and administration, housing, public information, education, sports, culture, etc. and from all forms of harassment, sexual harassment, mobbing, incitement to segregation and discrimination. Under this law, all public bodies and authorities have an obligation and duty to fight against discrimination and to refrain from it, removing obstacles that may directly or indirectly result in discrimination. These institutions also have a duty to actively design and create conditions for equal treatment.

LPD and GEL are different in scope, but together make a compact equality law of BiH. The first one creates foundations for a protection system against discrimination on any ground (including gender) and the other one regulates elements for gender mainstreaming as an approach in achieving gender equality. However, it is evident that similar legislation does not exist in relation to other groups in the society such as disability, sexual orientation and age.

During the reporting period there was no legislative changes in Bosnia and Herzegovina.

The BiH Law on Gender Equality (Available at: [http://arsbih.gov.ba/wp-content/uploads/2014/02/GEL\\_32\\_10\\_E.pdf](http://arsbih.gov.ba/wp-content/uploads/2014/02/GEL_32_10_E.pdf))

The BiH Law on Prohibition of Discrimination (Available at: <http://www.sluzbenilist.ba/page/akt/GZufCWKyq0Y=>)

Policy Changes
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Agency for Gender Equality of BiH, within the Ministry of Human Rights and Refugees of BiH, develops governmental public policies on gender equality and has the role of the co-ordinator of the overall gender mainstreaming efforts under the law in other governmental institutions. Moreover, the agency is an authority vis a vis governmental actions in the area of gender equality in terms of legislation, policy and other gender-mainstreaming efforts.

The Gender Action Plan of BiH (so far two GAPs have been implemented, the first for the period

2006–2011, the second for the period 2013–2017, and third, for the period of 2018–2023, is in the preparation phase) is the main strategic document for improvement of gender equality in BiH. It is emphasised in the GAP for 2013–2017, in the part related to cross-cutting issues, that stereotypes and prejudices are the main causes of gender based inequalities and discrimination and that all of the activities should be directed towards rising the awareness of gender equality of general and professional public. Moreover, the role of media in social changes is emphasised and media promotion of gender equality as a principle of human rights can accelerate structural changes towards gender equality.

Along with the GAP, BiH endeavours in the area of gender equality are also undertaken through the implementation of the second Action Plan on the Implementation of the UN Security Council Resolution 1325 “Women, Peace and Security” (for the period of 2014–2017), the Framework Strategy to implement the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence for the period 2015–2018) and others.

The Ministry of Human Rights and Refugees of BiH has drafted the Action Plan on Human Rights Education for Journalists and Media Professionals in Bosnia and Herzegovina for the period of 2016–2019 that was adopted by the BiH Council of Ministers. The main aim of this action plan is to make concrete measures for improving the approach and presenting vulnerable groups in media space, as well as drafting of guidelines for media reporting from the perspective of protection and promotion of human rights, including gender equality.

The BiH Gender Action Plan for the period of 2013–2017 is available at:  
[http://arsbih.gov.ba/wp-content/uploads/2014/01/GAP\\_BIH.pdf](http://arsbih.gov.ba/wp-content/uploads/2014/01/GAP_BIH.pdf)

The Action Plan on Human Rights Education for Journalists and Media Professionals in Bosnia and Herzegovina for the period of 2016–2019 is available at:  
[http://www.mhrr.gov.ba/PDF/KONACAN\\_%20AP\\_24%2001%202017%20.pdf](http://www.mhrr.gov.ba/PDF/KONACAN_%20AP_24%2001%202017%20.pdf)

The Framework Strategy to implement the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence for the period of 2015–2018 is available at: [http://arsbih.gov.ba/wp-content/uploads/2015/10/CAHVIO\\_Strategy.pdf](http://arsbih.gov.ba/wp-content/uploads/2015/10/CAHVIO_Strategy.pdf)

The Action Plan on the Implementation of the UN Security Council Resolution 1325 “Women, Peace and Security” for the period of 2014–2017 is available at:  
[http://arsbih.gov.ba/wp-content/uploads/2014/12/AP\\_1325\\_za\\_web.pdf](http://arsbih.gov.ba/wp-content/uploads/2014/12/AP_1325_za_web.pdf)

#### Other activities

The BiH Agency for Gender Equality monitors the implementation of the BiH Ministry of Civil Affairs Strategy for Development in Science for the period of 2017–2022, that gives strategic directives and action plan for development of science, research and innovations in BiH with an overall objective of prosperous development of science, research, education, culture and economy in BiH. This strategic document contains a part in which it is stipulated that BiH, through the collaboration with all competent ministries, develops a policy of gender equality in research institutions. Special focus is given to the areas in which women are not represented (for example, in high official positions and management in research institutions), as well as in monitoring the representation of women in projects supported by the ministries and in forming expert and advisory bodies. It is important to note that this strategy has not yet been adopted and it is still in the consultation process.

The Strategy of Science and Technological Development of Republika Srpska for the period of 2012–2016 emphasised the need for greater mobilisation of women in the department of research and

development which is an inseparable part of gender equality policy.

The decision on the Procedure for Preparation and Approval of Textbooks, Workbooks and Other Teaching Sources for Primary and Secondary Schools was adopted by the Co-ordination of Education Ministers in the Federation of BiH. In this decision, it is emphasised that textbooks, workbooks and other teaching sources, regardless of their professional and other qualities, cannot be approved if the contents does not conform to the BiH Constitution and the Constitution of Federation of BiH, especially regarding religious, national, human and minority rights, fundamental freedoms and relations between gender and education for democratic rule.

The Research on Gender Inequalities in Republika Srpska from the Perspective of Life Cycle has resulted in recommendations adopted by the Government of Republika Srpska in 2016. Recommended measures are related to introducing the gender sensitive contents in curriculum and extracurricular activities and in the framework of different subjects in primary and secondary schools, including lectures and seminars on specific topics related to gender relations.

The BiH Strategy for Development in Science for the period of 2017–2022 is available at:  
<https://ekonsultacije.gov.ba/legislationactivities/downloaddocument?documentId=1046>

The Research on Gender Inequalities in Republika Srpska from the Perspective of Life Cycles is available at:  
<https://secons.net/files/publications/53-Rodne%20nejednakosti%20u%20Republici%20Srpskoj%20iz%20perspektive%20%C5%BEivotnih%20okova.pdf> )

Target Group  
 All citizens of Bosnia and Herzegovina.

## Objective 2. Preventing and combating violence against women

### Legislative Changes

The issue of violence against women in BiH is regulated at entity level. Namely, by the Law on Prevention of Domestic Violence of Federation of BiH, the Law on Prevention of Domestic Violence of Republika Srpska and by the Criminal Codes of the Federation of BiH and Republika Srpska.

In the reporting period, no changes have been made to the previously mentioned legislation, moreover the Law on Prevention of Domestic Violence has not yet been adopted in District Brcko of BiH.

### Policy Changes

As reported before, BiH ratified Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in 2013, and in 2015 the Framework Strategy for the Implementation of the Istanbul Convention for the period of 2015–2019 was adopted.

The progress in implementation of the Istanbul Convention is recorded as follows:

- positive trend of an increasing number of delivered legal acts to the BiH Agency for Gender Equality on opinions of harmonisation with the Law on Gender Equality in BiH;
- adopting gender sensitive policies as a basis for successful prevention of violence and overall progress on gender equality situation in BiH;
- agreement on collaboration with the Safe Network (the network of 22 non-governmental

- organisations throughout the BiH);
- economic and psychosocial empowerment of women;
- activities on raising the awareness among young people and media campaigns for raising the awareness about violence against women and reporting of violence against women cases by NGOs;
- education of professionals in public administration, police agencies, health and social protection institutions, competent ministries, non-governmental organisations and international partners;
- progress in sustainability of multidisciplinary approach in protection and prevention.

Implementation of the Istanbul Convention, i.e. the Framework Strategy, in a consistent, efficient and co-ordinated manner throughout BiH is burdened by the fact that the Framework Strategy of Istanbul Convention has not been approved by the Government of Republika Srpska as a policy document to be implemented in that BiH entity. The multidisciplinary approach envisioned in the Gender Action Plan of BiH for the period of 2013–2017 and the Framework Strategy is a key principle of work on solving the problem of violence against women. According to this principle, in nine cantons of the Federation of BiH, the protocols on collaboration/treatment for all relevant actors, such as health and social workers, teachers, medical, educational and other institutions and bodies, as well as non-governmental organisations who are executing their duties are familiar with cases of domestic violence.

To this day 85% of municipalities in the Federation of BiH have signed protocols, while in other municipalities there are local protocols which regulate this issue.

In the Federation of BiH, five programmes of measures has been developed for prevention, protection and combating against domestic violence and eight co-ordination bodies have been established for monitoring the previously mentioned programmes of measures.

#### Other activities

The Agency for Gender Equality has established successful collaboration with USAID and has signed a grant agreement in 2015 in the amount of 1.75 million \$ out of which 750 000 \$ is envisioned for combating gender related violence. Implementation of the project started in May 2017.

The BiH Agency for Gender Equality has allocated grants for non-governmental organisations for “Support in building partnership between NGOs and competent institutions in the implementation of the Istanbul Convention” in total amount of 50 000 BAM. The projects were implemented in the early 2017 with an objective to contribute to the effective prevention and protection of gender based violence victims with special emphasis on support to the vulnerable categories of society.

Education of professionals in the state administration bodies, police agencies, health and social protection institutions, education institutions is delivered continuously with an objective of developing the participant’s skills in prevention and protection of victims of gender-based violence. Nearly 60 training sessions have been delivered for more than 1 700 trained professionals. The training has been delivered by gender institutional mechanisms and civil service agencies. Moreover, this training has been delivered within departmental programmes of professional education professionals by the competent ministries.

In 2016, the High Judicial and Prosecutorial Council adopted Guidelines for Prevention of Sexual and Gender Based Harassment in Judicial Institutions in BiH. According to these guidelines, all judicial institutions have appointed counsellors on prevention of sexual and gender-based harassment.

Along with the guidelines, the High Judicial and Prosecutorial Council of BiH has developed an online course on gender equality which, in the first instance, was only developed for the prosecutors in BiH, but later the course was delivered also to all judges in BiH with an aim of providing gender equality education.

In 2016, there were a number of training courses for judges and prosecutors, some of which included: Gender Equality and Protection from Domestic Violence, War Sexual Violence, Research and Prosecution of Sexual Violence in War. Also, the following seminars were held: Anti-discrimination and criminal law: Combating discrimination and violence Against LGBT population – Experience in BiH and in the Region, Gender Prejudices in the Judiciary in BiH.

Public awareness activities include the campaigns such as “16 days of activism against violence against women and domestic violence”, “Life without violence”, “White ribbon – male no to the violence against women”. These campaigns have been implemented in close collaboration with NGO organisations. Representatives of legislative and executive authorities at all levels and celebrities participated in the campaigns.

The activities have been undertaken for greater inclusion of media and academic community in the work on prevention and combating domestic violence. In Republika Srpska, the manual on gender sensitive reporting on violence against women and domestic violence has been published and special training courses for journalists have been delivered.

In the Federation of BiH, the media is part of a multisector team for combating violence, and special programmes on education about gender sensitive reporting are being developed. Five research studies on domestic violence in Federation of BiH have been produced, 500 different workshops have been organised, as well as conferences and public gatherings with more than 6 000 participants.

Guidelines for the Prevention of Sexual and Gender Based Harassment in Judicial Institutions in Bosnia and Herzegovina are available at:

[https://www.pravosudje.ba/vstv/faces/docservlet?p\\_id\\_doc=31014](https://www.pravosudje.ba/vstv/faces/docservlet?p_id_doc=31014)

Manual on gender sensitive reporting on violence against women and domestic violence is available at:

<http://ravnopravnost.org.rs/wp-content/uploads/2015/09/Prirucnik-za-medijsko-izvestavanje-o-nasilju.pdf>

Target Group

Potential victims of violence and victims of violence in BiH.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes

The BiH Law on Free Legal Aid (“Official Gazette of BiH”, no. 83/16) providing for free legal aid in court proceedings and other matters to be provided to indigent people by the State, Entities and other appropriate authorities. A great number of indigent people in Bosnia and Herzegovina have not had access to courts. The law affords equal rights to all citizens in BiH both in civil and criminal matters under conditions set forth in the Law.

Pursuant to the Law, the entitlement to free legal aid is enjoyed by underprivileged people of BiH such as: social assistance beneficiaries, the unemployed with no regular income, the indigent,

children without parental care, individuals who previously were found to be eligible to receive social assistance for a short period of time. The entitlement to free legal aid will be enjoyed also by people under international protection in BiH in accordance with international standards, in particular, asylum seekers, refugees, victims of trafficking in human beings and individuals enjoying temporary protection.

The entitlement to free legal aid includes the right to: general information about rights and duties, legal advice and assistance in filling forms in and filing court documents, representation before administrative authorities and institutions, representation at courts, drafting applications, and rights in the peaceful settlement of disputes (mediation).

In the Federation BiH, the offices for free legal aid have been established in eight cantons (Canton Sarajevo, Bosnian - Podrinje Canton, Zenica - Doboje Canton, Tuzla Canton, Una-Sana Canton, Herzegovina-Neretva Canton, Posavina Canton and West Herzegovina Canton). These offices are members of the Network of Free Legal Aid Providers in BiH. The members of this network are also non-governmental organisations from the territory of the Federation of BiH (Association "Vaša prava" BiH, Centre for Legal Aid for Women Zenica, Foundation of Local Democracy and Centre for Human Rights Mostar).

In Republika Srpska, provision of free legal aid is regulated by the Law on Free Legal Aid by which the Centre for Providing Free Legal Aid as a republic administrative organisation was established, which is part of the Ministry of Justice of Republika Srpska. The Centre is competent to provide legal aid to indigent people in Republika Srpska.

In the Appellate Court of Brcko District BiH, the Ombudsman Law for Aid of Brcko District BiH is applied. All persons have the right to free legal aid if they meet the conditions envisioned by the law for obtaining free legal aid, and it also applies to women at risk.

#### Policy Changes

The Law on Free Legal Aid is available at:

<https://advokat-prnjavorac.com/zakoni/Zakon-o-pruzanju-besplatne-pravne-pomoci-BiH.pdf>

#### Target Group

All citizens of Bosnia and Herzegovina.

#### Objective 4.

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

#### Legislative Changes

In 2016, amendments to the BiH Election Law were drafted that envisioned equal participation of both gender on candidate list (50/50) but these amendments have not yet been adopted.

A proposed amendment to the Law on the Council of Ministers of BiH has also been drafted that envisions an equal representation of both genders in composition of the Council (appointment of at least 40% for the less represented gender). The proposal was not adopted although it was adopted in the first reading at 28th session of the the House of Representatives (HoR) of the Parliamentary Assembly (PA) of BiH and also at the 30th session.

Both amendment proposals were made by the BiH Agency for Gender Equality, Commission for Gender Equality of the HoR of the PA of BiH and the NGO "Sarajevo Open Centre".

During the reporting period no legislative changes have taken place.

### Policy Changes

As mentioned before in Objectives 1 and 2, the key policy in BiH for achieving equal representation in public and political life in BiH is the Gender Action Plan for the period of 2013–2017, and this objective is outlined in Specific Goal 1, Priority Area 1.2 Public life and Decision Making. The new GAP for the period of 2018–2023 is in the preparation phase.

The Action Plan for the Implementation of UNSCR 1325 “Women, Peace, Security” also includes as an objective empowering and increasing women’s participation in public and political life.

### Other activities

Gender institutional mechanisms of Bosnia and Herzegovina have recognised the importance of political parties in the affirmation of women as equal political function holders, and in the past period have worked on establishing collaboration with the political parties. During the election process, the BiH Agency for Gender Equality and gender centres of each entity sent out a public call to all political parties to respect the full application of the BiH Law on Gender Equality in the process of drawing up candidate lists, campaigns, and during and after the elections.

With an objective of increasing competencies of women and strengthening capacities of women candidates, gender institutional mechanisms and non-governmental organisations implement activities such as workshops for women candidates, analyses, research, conferences, seminars, round tables and promotional campaigns towards increasing the number of women in decision-making positions. These activities are especially intensified in pre-election periods.

In 2016, within the framework of the project of pre-accession assistance for the 2016 local elections, the Central Election Commission of Bosnia and Herzegovina implemented a special campaign with a focus on increasing the number of women’s participation in public and political life, as well as participation in the BiH elections and in raising the awareness of elder electors to more actively participate in the election process and promote participation of national minorities. The informational campaign was implemented in ten major cities in the period of 1–15 September 2016. Moreover, the Central Election Commission of BiH has, as a regular activity, prepared four TV videos directed towards women, people with disabilities and young people that are sent to 18 public TV stations and 30 private TV stations, and radio jingles on the same topics that were sent to 65 public and 78 private radio stations.

The foundations “Cure”, “Heinrich Boll” and the Westminster Foundation for Democracy organised a public event “Twenty six: Who are women candidates for mayors at local elections 2016 in Bosnia and Herzegovina?” which took place in the BiH Parliament. In this event, 13 out of 26 women candidates were presented and the aim was that women candidates present themselves, their objectives, priorities and political platform to the media and other colleagues from their parties, as well as general public.

### Target Group

All citizens of Bosnia and Herzegovina, women candidates in elections, elected women.

## Objective 5.

### Achieving gender mainstreaming in all policies and measures

#### Policy Changes

Practical measures for promotion and improvement of gender equality including affirmative measures in all spheres of social life in BiH are defined in strategic documents at the state and entity level. The Gender Action Plan of BiH (so far two GAPs were implemented, one for the period of



2006-2011, 2013-2017 and third is in the preparation phase), develops governmental public policies on gender equality and has the role of co-ordinator of the overall gender-mainstreaming efforts under the law in other governmental institutions. Moreover, the Agency for Gender Equality is an authority vis a vis governmental actions in the area of gender equality in terms of legislation, policy and other gender mainstreaming efforts.

Along with the GAP, BiH endeavours in the area of gender equality in BiH are also undertaken through the implementation of second Action Plan on the Implementation of the UN Security Council Resolution 1325 "Women, Peace and Security" (for the period of 2014-2017), the Framework Strategy to implement the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (for the period of 2015-2018) and others.

At the entity level, sector strategies and action plans are adopted relating to the following areas: domestic violence, improvement of status of women in country and introducing gender responsible budgeting.

According to the obligation envisioned in Article 22 of the BiH Law on Gender Equality, all institutions at all levels have an obligation of collecting, evidencing and analysing data and sex disaggregated data. A lack of sector sex disaggregated statistical data and a non-harmonized methodology of data collection at the entity level in certain areas still exists and this makes it harder to aggregate data for the whole country.

The Agency for Statistics in BiH and the entity statistical bureau continued the practice of publishing "Women and Men in BiH". The publication contains statistical data from areas which are sex disaggregated such as: population, health and mortality, education, science and research, employment, social protection, criminality, political life, public administration and violence against women. The publication serves as a source of information for all beneficiaries interested in the analysis of the position of both women and men in BiH. Data is sourced through regular research carried out by statistical institutions.

The Gender Focal Points are appointed in more than 90% of state and entity level institutions and these persons are responsible for priority areas of the GAP BiH. Moreover, training on gender equality is a part of regular training programmes of state and entity agencies for civil servants, police academies and centres for education of judges and prosecutors.

The introduction of gender responsive budgeting in the BiH budget system is also an important instrument for gender mainstreaming, but it is also a practical measure which promotes improvement of gender equality. At the initiative of the Agency for Gender Equality and entity gender centres, the Ministry of Finance and Treasury of BiH and entity ministries of finance have introduced a gender equality component in the instructions for budget users. Moreover, the Information System for Management of Budget includes a component of gender equality to which all budget users must refer when preparing the budget. In this way, the preconditions are met that the aspect of gender equality is included in whole budget process in BiH through the application of programme budgeting.

According to the Law on Gender Equality, the practice of adopting internal acts such as decisions, guidelines, recommendations on introducing concrete measures for achieving gender equality in competent institutions has come into everyday life. Examples of such practices are the following:

- The BiH Ministry of Defence has adopted the decision by which all organisational units are obliged to implement measures from the Action Plan of UN Resolution 1325;

- The BiH Ministry of Security has adopted the decision by which the activities related to the application of the BiH Law on Gender Equality are defined and other activities with an objectives of: promotion and protection of gender equality, guarantee of equal opportunities and equal treatment of all persons regardless of gender;
- The State Agency for Investigations and Protection has adopted recommendations for action that have derived from previous analysis in the area of gender equality in police service;
- The High Judicial and Prosecutorial Council of BiH has adopted the Guidelines for Prevention of Sexual and Gender Based Harassment in the Judiciary;
- The Directorate for European Integration in BiH has adopted the document that regulates obligations and recommendations for achieving gender equality in this institution.

This practice is continuing and other institutions adopt internal measures such as the Ministry of Finance and Treasury of BiH, the Ministry of Communication and Transport of BiH and many others.

Certain institutions in accordance with the Law on Gender Equality have introduced special temporary measures towards achieving gender equality. These brought concrete measures, such as:

- The Ministry of Security of BiH has introduced an affirmative measure by which the professional experience required for women applying for peacekeeping missions is decreased from eight years to five years. This has resulted in increasing women's participation from 16% in 2009 to 30% in 2016.
- As a result of affirmative measures and promotion of recruitment in armed forces for women, the number of women candidates who apply to public calls for admission into the armed forces in BiH, increased in 2016. For example, in a public call for admission of soldiers 9.9% of the total were women, in a public call for admission of armed forces officers 20.59% were women, in an internal call for non-commissioned officers 18.75% of women applied and 14% of women enrolled in military academies.
- With the last amendments of the BiH Election Law, the 40% quota for the representatives of the lesser represented gender in candidate lists is stipulated. As a direct result of this affirmative measure, candidate lists for the 2014 general elections and and the 2016 local elections contained more than 40% of women candidates.

"Women and Men in BiH", The BiH Agency for Statistic available at:

[http://www.bhas.ba/tematskibilteni/TB\\_zene\\_i\\_muskarci\\_bh\\_2015\\_eng.pdf](http://www.bhas.ba/tematskibilteni/TB_zene_i_muskarci_bh_2015_eng.pdf)

#### Other activities

The BiH Agency for Gender Equality in collaboration with the BiH Agency for Statistics ARS BiH and the European Institute for Gender Equality (EIGE) initiated the introduction of a Gender Equality Index for Bosnia and Herzegovina in accordance with the EIGE methodology, i.e. European standards. The index has been recognised as the most important instrument for monitoring gender equality situations in countries, as well as making comparisons with other EU countries and regional countries.

#### Target Group

Institutions at state, entity level and level of Brcko district BiH.

## BULGARIA

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Other activities

On 14 November 2016, the Council of Ministers in Bulgaria adopted a National Strategy for the Promotion of Equal Opportunities of Women and Men for the period 2016–2020. Its main objective is to design and implement a long-term, sustainable state policy for achieving gender equality. This includes guarantees for equal treatment and equal obligation, once the gender stereotypes are eliminated, equal access to society's resources and equal participation in decision-making of women and men in the Republic of Bulgaria, in view of their successful personal and social fulfilment, and to promote the equality of women and men in all spheres of the country's social, economic and political life.

The strategy has the following strategic goals and priority areas for action:

Priority area 1: Increasing female labour market participation and the equal economic independence of women and men.

Priority area 2: Reducing the gender pay and earnings gaps.

Priority area 3: Promoting equality between women and men in decision-making.

Priority area 4: Combating gender-based violence and supporting victims.

Priority area 5: Changing the existing gender-based social stereotypes in different areas of social life.

In 2017, a draft on Gender Equality Report for 2016 was elaborated and is currently in the process of approval.

Bulgaria also started the elaboration of a National Action Plan for promotion of Equal Opportunities of Women and Men for the period 2017–2018.

In 2017, a draft Report about the implementation of the concluding observations of the Committee on the Elimination of Discrimination against Women to Bulgaria for elimination of the Discrimination against Women was elaborated.

## Objective 2.

## Preventing and combating violence against women

## Legislative Changes

With a view of introducing into Bulgarian legislation the principles and requirements of the Istanbul Convention prior to its ratification, two draft laws were prepared proposing legislative amendments in civil and criminal area - the Law for amendments and supplements of Protection Against Domestic Violence Act and Law for Amendments and Supplements to the Criminal Code.

The draft Law on Amendment and Supplement of Protection Against Domestic Violence Act proposes extending the scope of the act concerning the definition of the concept of "gender-based violence", applying the procedure for the enforcement of measures for protection against domestic violence and against gender-based violence. The creation of specific measures for protection against gender-based violence and legal norms to engage the authorities in the executive power with a view to create conditions for the implementation of prevention and protection programmes and victims of gender-based violence is also envisaged.

The draft Law on Amendment and Supplement to the Criminal Code aims at ensuring adequate and

comprehensive criminal law protection against acts of domestic violence and gender-based violence with a view to achieving more effective prevention and combating of these forms of violence.

#### Policy Changes

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.

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

#### Other activities

The Ministry of Labour and Social Policy elaborated a project proposal in the field of violence: "Together against violence" funded by the European Social Fund under the Operational Programme "Development of the Human Resources", which was approved in 2017. 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.

The objectives of the project are in the context of commitments resulting from the ratification of the Istanbul Convention, namely:

- planning and providing the necessary general and special measures by the state regarding the victims of violence on the territory of the country;
- preparing analyses and research to provide data on violence on the territory of Bulgaria and collecting data for the development of different indicators, which will be used for monitoring of the phenomenon of violence against women;
- making concrete proposals for changes in the social services policy for the victims of violence and mainly the access to them;
- establishment of a monitoring system for the equality of women and men to follow up the changes in the indicators for the progress made under the National strategy for promotion of equal opportunities of women and men for the period 2016–2020;
- defining the needs of social workers from the social assistance directorates and raising their professional capacity in their work on cases of domestic violence;
- the acquisition of additional knowledge and skills by professionals, which will lead to the prevention of potential cases of domestic violence, to adequate support for victims and their successful re-socialisation;
- placing of a special emphasis on the negative traditional practices such as early marriages, etc., which are an important segment of violence against women and domestic violence, and at the same time very often remain hidden.
- establishment of a network of trained professionals and building a sustainable partnership between the institutions and between the experts themselves;
- raising the awareness of experts working on violence and mainly gender-based violence, as well as those among the civil society;

The efforts of the competent authorities at a national level for the prevention and combat of domestic violence and gender-based violence are supported through the implementation of the project: *"Improvement of the national legislative framework in correspondence with the standards of*

*the Council of Europe and strengthening the capacity of the competent institutions, worked on cases of domestic violence, based on gender”,* financed by Programme BG12 under the Norwegian Financial Mechanism 2009-2014. During the first phase of the project, an analysis was realised of the active legislative framework and review of the best European practices. Based on that, the elaboration of a strategy to decrease of the domestic violence in implementation of this project was started, the main purpose of which is to reduce the number of victims. The project includes an elaboration of training materials, as well as activities for training of experts from the Ministry of Justice, social workers and police workers. To date, two training courses for trainers (56 trainers) and three seminars for police workers (180 police workers) have taken place.

In Bulgaria there is a hot line for people, victims of violence, supported by “Animus Association” Foundation. Procedures were put in place to recognise signals about domestic violence.

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

##### Legislative Changes

In State Gazette No. 63 from 4 August 2017, effective 5 November 2017, the Law amending the Criminal Procedure Code, which introduces the requirements of Directive 2012/29/EU 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 2001/220/JHA was promulgated.

### Objective 4.

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

##### Legislative Changes

In 2016, Bulgaria elaborated and approved a Gender Equality Act (Promulgated, State Gazette No. 33/26.04.2016) which regulates the state policy on gender equality. Its purpose is to promote the attainment of gender equality by enabling the creation of an institutional environment and defining the authorities and mechanisms for carrying out the gender equality state policy.

##### Policy Changes

The state policy on gender equality is based on the principles of:

1. equal opportunities for women and men in all areas of social, economic, and political life;
2. equal access for women and men to all resources in the society;
3. equal treatment of women and men, as well as preventing gender-based discrimination and gender-based violence;
4. a better gender balance in all decision-making bodies;
5. overcoming gender stereotypes.

The state policy on gender equality is carried out through:

1. integrating the principle of gender equality in legislation, as well as in all national, regional and local policies, strategies, programmes and plans;
2. implementing temporary special measures;
3. a horizontal inter-sectoral approach;
4. a national institutional mechanism for co-operation between the central and regional executive bodies, as well as with the civil society;
5. consistent and sustainable provision of resources and funds to the gender equality authorities and policy.

### Other activities

Under Article 8 of the Gender Equality Act, the central and regional executive bodies designate the officers who will function as gender equality co-ordinators.

#### The co-ordinators:

1. participate in developing and carrying out the state policy on gender equality;
2. participate in the development of sectoral and local policies and programmes in view of gender equality;
3. participate in the delivery of a gender-based impact assessment of legislative instruments and strategic documents which have been put forward by the executive bodies;
4. participate in the devising and implementation of the National Strategy and the plans for its implementation, as well as in the reporting on them, within the area of competence of the executive body concerned;
5. co-ordinate the implementation of the measures falling within the competence of the executive body and participate in the preparation of reports on gender equality;
6. participate in the creation of the quantitative and qualitative indicators and analyses concerning gender equality in the respective area of competence of the institution concerned;
7. co-ordinate the collection and dissemination of information and good practices and the provision of gender equality data falling within the competence of the executive body concerned;
8. participate in gender equality training, as well as in organising such training;
9. perform other functions in the field of gender equality, as assigned by the executive body concerned.

In exercising their functions of gender equality co-ordinators, the officers co-operate with the Ministry of Labour and Social Policy. The duties of the gender equality officers are defined in their job descriptions or in an order issued by the hiring authority which placed them in public office.

The regional governors are responsible for the co-ordination between the national and local interests concerning gender equality, and interact with the self-government authorities and local administrations, as well as with the regional units of the organisations representing workers and employees and of the organisations representing employers. When exercising their powers related to carrying out the state policy on gender equality, regional governors are assisted by officers appointed by them in the regional administrations who operate as gender equality co-ordinators on a regional level.

In 2016, a total of 54 equality co-ordinators were nominated - 26 on a national level and 28 on a regional level. In 2017, a procedure to update the list of gender equality co-ordinators on both national and regional levels was organised.

A National Council on Gender Equality was set up under the Council of Ministers to operate as an authority responsible for providing consultation, co-operation and co-ordination between central and regional executive bodies and the civil society representatives.

#### The National Council on Gender Equality:

1. provides opinions on draft strategic documents and draft legislation containing provisions related to gender equality before they are put forward to the Council of

Ministers;

2. participates in developing the National Strategy on Gender Equality;
3. proposes measures for promoting the state policy on gender equality;
4. participates in the devising of quantitative and qualitative indicators needed for the monitoring system.

The Council of Ministers adopts rules of procedure, organisation and operations of the National Council on Gender Equality. The chair of the National Council on Gender Equality is the Minister of Labour and Social Policy. There are four meetings of the Council per year.

In accordance with the Gender Equality Act approved on 26 April 2016, the Minister of Labour and Social Policy has to create a label of major accomplishments in the effective implementation of the gender equality policy. The draft of conditions and the procedures granting the label was already prepared by a specially created intergovernmental working group. The first procedure of selection of the companies and the reward will be made in 2018, during the Bulgarian Presidency of the EU.

#### Target Group

The National Council comprises representatives of:

- ministries, state and executive agencies, and other authorities set up by law;
- national organisations representing employees and workers;
- national organisations representing employers;
- the National Association of Municipalities in the Republic of Bulgaria;
- legal non-profit persons whose business operations are consistent with the priorities of the state policy on gender equality defined as per the conditions, criteria, and procedures laid down in the rules of procedure, organisation and operations of the National Council on Gender Equality under the Council of Ministers.

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

#### Other activities

Bulgarian representatives participate regularly in the activities of the High Level Group on Gender Mainstreaming, which is an informal group created in 2001 and comprises high-level representatives responsible for gender mainstreaming at national level. It is chaired by the European Commission at regular meetings convened in close collaboration with the presidency. The group is also the main forum for planning the strategic follow-up of the Beijing Platform for Action, including the development of indicators.

Among its main tasks, the group supports the trio-presidencies in identifying relevant policy areas and topics to be addressed. In connection with this task and the forthcoming Bulgarian Presidency of the Council of the European Union, on 19 July 2017 in Tallinn, Estonia during the an informal meeting of Ministers for Employment, Social Affairs, Family and Gender Equality, the Bulgarian minister of Labour and Social Policy signed the Trio declaration on gender equality with Estonia and Austria.

The main activities in the sphere of gender equality of Bulgaria, mentioned in the Trio declaration are as follow:

- A meeting of the High Level Group on Gender Mainstreaming will be hosted in Sofia (31 January – 1 February 2018);
- Co-operation with the European Institute for Gender Equality (EIGE) with a focus on the topic of "Women in the digital world";

- Addressing women's participation in the area of digitalisation, in the course of all appropriate events during the Bulgarian Presidency;
- Working with the Social Questions Working Party on the work-life balance package, notably on the proposed Directive on work-life balance for parents and careers and repealing Council Directive 2010/18/EU;
- Organising a side event during the 62nd Session of the UN Commission on the Status of Women.

Bulgaria already started the procedure of co-operation with the European Institute for Gender Equality (EIGE) with a view to organising the development of a research note for the Bulgarian Presidency of the EU Council on the following topic: "Women in the Digital World". The Concept note for this research was prepared and approved. The main research questions, methods and data were specified as well. The approved topic is "Women in the Digital World". It is inspired by the latest Eurostat data, according to which Bulgaria ranks first in the EU by the share of women and girls in the sector "Information and Telecommunication Technologies" with 27.7% at an average EU rate of 16.1%.

#### ADDITIONAL COMMENTS

Besides the information mentioned above there are some important activities which have improved gender equality in Bulgaria, the following of which are some examples:

- The Academy of the Ministry of Interior is a higher education institution in the Republic of Bulgaria for the preparation of civil servants for the needs of the Ministry of Interior. It is the successor to the best traditions of special education in the field of security and public order. During the 2016-2017 school year in the Academy, 505 people (369 men and 109 women) are registered to study a bachelor degree. In the education programme of the Academy subjects such as human rights protection, gender equality and international legislation and inter-legislative acts, are included. The principle of equal treatment and gender equality, as well as the human rights protection and prevention of discrimination during the enforcement of police powers have also an important place in the educational programme. In 2016, a compulsory study of the Gender Equality Act was also included in the Academy.
- During 2016-2017 school year in the Academy, two courses on "Police practices and human rights" (5 weeks) took place, in which 30 police servants participated and two courses on "Specialised hearing of child victims or in risk of violence" (1 week) in which 41 servants were involved.
- To increase the expertise of the police servants who participated in the acceptance, procedure, social and psychological care for victims of violence, the Institute of Psychology-Mol, which assists all central and regional structures of the Ministry of Interior implemented ten training sessions during the reporting period on "Psychological aspects of the work of the police servants with victims of violence" and 19 training sessions on "Strategy-Anticonflict" with a sub-topic "Working with victims of violence".



## CROATIA

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Legislative Changes

This year, amendments were made to the Maternity and Parental Aid Act, with the aim of enabling an increase in the number of employed fathers who are entitled to parental leave after the birth of a child. Legislative amendments have increased the maximum amount of remuneration paid during the parental leave for employed parents, from 80% of the budget base per month to 120% of the budget base for the first 6 months, if the right is used by one parent, or the first eight months if the right is used by both parents.

The new Act on the Misdemeanours against Public Peace and Order is in the process of being drafted. The new law makes changes in the sense that provoking a sense of fear, anxiety and others by verbal movements, impudent behavior and in some other way will be sanctioned.

## Other activities

The Ministry of Demography, Family, Youth and Social Policy has launched a public call for project leasing of NGOs targeting support for single-parent families, support for the employed parents and encouraging fathers to play a more active parental role.

The Independent Service for Victim and Witness Support of the Ministry of Justice continued to cooperate with the "Zagreb Pride" organisation on education of police officers, state attorneys and judges by holding a lecture on "Supporting victims of hate crime towards LGBTIQ people". The lecture was held as part of the training for experts working on hate crime cases.

The Independent Service for Victim and Witness Support of the Ministry of Justice participated in the drafting of the national and international handbook on rights and treatment of LGBTIQ people - victims of hate crime.

Within the twinning project "Support to gender equality", the Governmental Office for Gender Equality and its Finnish partner in the project, the National Institute for Health and Welfare (THL), developed a broad public campaign with the purpose of raising public awareness on protection from gender-based discrimination, legal mechanisms for protection, and especially on forms of discrimination in the labour market which are often results of stereotypes and sexism. During March 2017, an audio clip was broadcast on 52 radio stations; 1 500 posters were displayed on public transport in five cities, business towers and general practitioners' premises; street actions were organised in four major cities; practical information was included in the project website and Facebook; leaflets and promotional materials were widely disseminated. It is estimated that one-third of the population received a message from the campaign.

<https://ravnopravnost.gov.hr/twinning-projekt-podrska-ravnopravnosti-spolova/2878>

The Office for Gender Equality participates in providing training at the State School for Public Administration targeted to public officers engaged in the European and structural funds. The content of the one-day intensive training is related to anti-discrimination principles, gender equality and rights of persons with disabilities. The employees of the Office for Gender Equality are conducting the training based on a curriculum related to EU and national gender equality legislation, gender equality policies and gender mainstreaming. Implementation of the series of training sessions which started in December 2015 continued in 2016 and 2017, and 1 000 participants were trained. This

training was 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 and the Croatian Managing Authority of ESI Funds co-ordinated development of a training programme related to general ex-ante conditionality which is defined in all operational programmes.

The Office for Human Rights and Rights of National Minorities also regularly participates in providing anti discrimination courses at the State School for Public Administration targeted to public officers working in relation with ESI funds. The focal point of the course is the Anti discrimination Act covering different types and grounds of discrimination, including stereotype risks in general, sexual harassment and the extend of gender discrimination in the society. During 2016, the course was attended by approximately 1 000 participants.

During the commemoration of International Human Rights Day, an advisor in the Office for Human Rights and Rights of National Minorities held a presentation about discrimination with the accent on the widespread gender-based discrimination.

<http://www.radio-mreznica.hr/vijesti/16-12-2016/diskriminacija-po-spolu-i-dalje-najcesca>

The Croatian Employment Service – CES collects data on labour market indicators (employment, unemployed persons from the register, active labour market measures), sorted by gender. The data are published monthly in the Monthly Statistics Bulletin and annually in the Yearbook. [IzvešćeVE\men and women 2017.pdf - Shortcut.Ink](#)

The Office for Gender Equality distributes the text of Recommendation CM/Rec (2015)2 of the Committee of Ministers to member States on gender mainstreaming in sport. The Office also financed the translation of this leaflet into Croatian.

## Objective 2.

### Preventing and combating violence against women

#### Legislative Changes

The Ministry for Demography, Family, Youth and Social Policy, as the central body in the field of protection against domestic violence, taking into account the value of the Istanbul Convention, has initiated the ratification process. In February 2017, a working group was set up to draw up a Draft Bill for ratification of the convention. The working group consists of representatives of competent state bodies, civil society organisations and citizens' initiatives dealing with human rights and women's rights. According to the Annual Plan of Normative Activities, the referral of the convention ratification law for adoption procedure is expected in the last quarter of this year. Therefore, the process of passing the law preceding ratification is proceeding on time and deadlines are being respected.

The Croatian Parliament, at its session of 7 July 2017, adopted a new Act on Protection against Domestic Violence (OG 70/2017). The Act shall enter into force on 1 January 2018.

The Act has implemented the Council of Europe Convention on the Prevention and Combating of 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 on establishing minimum standards on the rights, support and protection of victims of crime and replacing of Council Framework Decision 2001/202 / PUP (i.e. Victims' Rights Directive).

Dealing to the new Act on the Misdemeanours against Public Peace and Order (in the process of being drafted), the following changes are being prepared:

- a person who, in a public place, disturbs the public peace and order by impudent, insulting or threatening behavior will be sanctioned;
- a qualified form of misdemeanor is proposed, i.e. doubled fine or prison sentence than the one prescribed by individual regulations is proposed, in cases when misdemeanors are motivated by race, skin colour, religion, national or ethnic origin, disability, sexual or gender orientation.

#### Policy Changes

The Ministry for Demography, Family, Youth and Social Policy is in the process of adopting the New National Strategy for Protection from Domestic Violence for the period 2017 to 2022, which will consistently apply the provisions of the Istanbul Convention.

#### Other activities

The Department for Probation of the Ministry of Justice has carried out following activities:

1. Within the EU Project TF "Support to the strengthening and further development of the Probation Service in Croatia", treatment programmes for eliminating violent behavior of perpetrators of gender-based violence and perpetrators of sexual offenses are designed. The programmes are based on the results of international research related to the effectiveness of the treatment of perpetrators and are cognitive behavioral oriented.

2. During 2017, 36 probation officers were trained to implement treatment programmes aimed at eliminating violent behavior of perpetrators of gender-based violence and perpetrators of sexual offenses. The education was attended by officers with appropriate profession for the implementation of therapeutic programmes - psychologists, social pedagogues, social workers, and probation officers from all probation offices.

3. In June 2017 there was a five-day training for trainers who will deliver trainings for probation officers on the implementation of the Programme of Work with perpetrators of sexual character and the Programme for the perpetrators of gender-based violence. The training included general trainer skills (how to form a programme, incentive techniques of participants, planning, conflict management, motivation techniques) and specific Programme contents (theoretical basis, structure, organisation of meetings, practical exercises). Seven future trainers were educated.

Also, the Ministry of Justice and the providers of the protective measures of compulsory psychosocial treatment for perpetrators of domestic violence (licensed natural and legal persons) have signed the Contract on Provision of Psychosocial Treatment of Domestic Violence Perpetrators Outside of Health Institutions for 2017. There are 43 providers, of which 33 are natural persons and 9 legal entities.

Representatives of the Ministry of Justice, along with representatives of other bodies (ministries and non-governmental organisations) of the signatories of the Agreement on co-operation, participate in the work of the National Team for Prevention and Combating of Domestic Violence and Violence against Women. The task of the teams is to co-ordinate, through the system of teamwork, monitoring and supervising the work of all competent bodies dealing with cases of domestic violence, child labour and violence against women. The aim is to improve their mutual co-operation and ultimately the prevention and insurance of the quality protection of victims. Along with the national team, the county teams work locally. Meetings and lectures were held for individual county teams of the National Team for Prevention and Combating Domestic of Family Violence and Violence against Women.

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 2016, a total of 111 victims of domestic violence were employed through the employment mediation services provided by CES. During 2016, 55 unemployed victims of domestic violence were included in active labour market policy measures and in the first half of 2017, 9 persons were included.

Every year on the occasion of the National Day against Violence against Women and the International day against Violence against Women, numerous events are conducted and organised by the Parliamentary Committee for Gender Equality, various ministries, government offices, county gender commission and NGOs. From September through to December, various events such as round tables, lectures and public campaigns are organised.

In 2016, on the occasion of marking 22 September - National Day of Combating Violence Against Women, a conference called "We Can Work together" was held. The conference was organised by the Ministry for Demography, Family, Youth and Social Policy and its goal was to establish interministerial co-operation in combatting violence. 181 members of county teams dealing with cases of domestic violence participated in the project.

Within the project "Integrated approach to prevention and treatment of violence against children through education of experts", a brochure on how the Centre for Social Welfare works in cases of suspicion or familiarity with family violence was produced.

The Ministry for Demography, Family, Youth and Social Policy through competition, regularly finances the projects of NGOs providing counselling services for centres and shelters for women and children victims of violence.

The Ministry for Demography, Family, Youth and Social Policy published 1 500 copies of a brochure "We can together" in which it presented the procedures in cases of violence.

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

##### Other activities

- The twinning project "Support to gender equality", financed by the EU, enabled the Office for Gender Equality and the Judicial Academy to organise during the first quarter of 2017 a series of three seminars for 45 judges on the best practices of misdemeanour, labour and penal courts in the area of gender based discrimination. The purpose of these tailored made seminars was to capacitate judges, influence their efficiency, raise trust in the legal system and motivate the victims of gender-based discrimination to seek protection of their rights in courts. The partners in the project, experts from Ludwig Boltzman Institute for Human Rights (BIM) from Vienna, provided very successful training and produced practical manuals for judges "Gender Equality Law in Practice" which were distributed to the courts, and uploaded to the Judicial Academy website. [http://pak.hr/cke/ostalo%206/Manual\\_Gender%20Equality%20Law%20in%20Practice\\_ENG.pdf](http://pak.hr/cke/ostalo%206/Manual_Gender%20Equality%20Law%20in%20Practice_ENG.pdf)

- The system of free legal aid provides a socially and economically vulnerable category of citizens with professional legal aid for the purpose of effective legal protection and access to court and other public bodies under equal conditions. Regarding the available statistical reports, from 1 September 2016 to 21 August 2017, a total of 5 336 secondary legal aid beneficiaries (Article 12 of the Law on Free Legal Aid OG 143/13) have been identified, out of which 2 273 beneficiaries were male and 3 063 female.

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

The local elections were held in May 2017 and brought some positive changes in the area of women's participation in political life. These were the first elections to fully implement the provisions of the Gender Equality Act, which establishes the obligation to respect the quota of 40% of the under-represented sex on the electoral lists. The number of female candidates in 2017 has increased compared to 2013 from 28.2% to 41.6%. The number of women councillors in the county assembly has increased by 6% compared to the 2013 local elections and now it amounts 26.8%.

Not one woman was elected to the position of county prefect, while the number of women deputy county prefects increased by 5% (30.9%). Compared to the 2013 elections, the number of female mayors has increased from 11 to 13. There are 128 cities in the Republic of Croatia and the share is 10%. Out of 428 heads of municipality, 37 are women (8.65%) while in the previous period their share was 6.5% or 28 women. The number of women councillors in city councils increased by almost 7% compared to 2013 (from 21.4% to 27.1%). The number of women councillors in municipal councils increased even more – almost 11% (from 15.5% to 26.1%).

After the Government's reconstruction in June, the number of women in the Government has increased to 28%.

The Office for Gender Equality translated into Croatian language and published on its website the Recommendation 390 (2016) "Women's political participation and representation at local and regional levels".

[Preporuka Vijeća Europe 390 \(2016\) Sudjelovanje žena u politici i zastupljenost na lokalnoj i regionalnoj razini.pdf](#)

Continuing on the increased participation of Roma women in minority advisory bodies to the national, regional and local authorities, and previous activities targeting Roma women and youth, the Government Office for Human Rights and Rights of National Minorities (GOHRRNM) has conducted several activities. <https://ljudskaprava.gov.hr/>.

Through a project "Support to National Minorities at Local Level (Nov 2015-Aug 2017)" funded through the Programme PA 2012, extensive training for members of national minority councils, local and regional authorities, local development groups and other stakeholders were provided and an in-depth research and analysis conducted on capacities of councils and representatives of national minorities to realise their role on local and regional levels, identify gaps in the implementation of the Constitutional Act on Rights of National Minorities (CARNM) and related legislation, particularly in regard to the monitoring of the CARNM implementation, to promote active participation in creation of local development policies and policies related to human (and minority) rights, and networking with key stakeholders and participation in local community development. Though there is an increased involvement of Roma women in national minority councils (advisory bodies to local and regional authorities). With the support of EC DG JUST grant, GOHRRNM has also successfully implemented a project National Platform for Roma Integration (May 2016-May 2017) in order to improve involvement of all relevant stakeholders in National Roma Inclusion Strategy (NRIS) implementation, to strengthen and deepen local and regional stakeholder accountability, including Roma and their ownership of the results and commitment to the outcomes of the process of Roma integration, to raise awareness on gaps and challenges of local/regional/national NRIS implementation and to address them. Particularly relevant for the Council of Europe Gender Equality Strategy 2014-2017 were activities designed to empower Roma youth and women for active

participation in NRIS implementation and to upgrade co-operation between Roma and non-Roma youth and women.

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

###### Legislative Changes

Amendments to the Gender Equality Act were adopted in Parliament in June, entering into force in July (Official Gazette No. 69/2017). The law now ensures comprehensive protection of victims of gender-based discrimination which is now completely aligned with the EU legal framework and the Anti-discrimination Act (Official Gazette No. 85/08, 112/12).

###### Policy Changes

Within the twinning project (Support to Gender Equality) with its Finnish partner, the National Institute for Health and Welfare (THL), the Governmental Office for Gender Equality implemented a number of activities aimed at establishing a basis for systematic gender mainstreaming of national and local policies. Seminars about gender mainstreaming were organised for co-ordinators for gender equality from 35 state administration bodies, for members of 20 county commissions for gender equality and politicians. Seminars held by Finnish experts were provided over six months with more than 200 participants. Four tailored made manuals created and printed for co-ordinators, county commissions, politicians and the Office secure sustainability of the project's purpose and have been prepared for a wide distribution in order to influence policies at central and local levels. They are also uploaded to the project website. <https://ravnopravnost.gov.hr/twinning-projekt-podraska-ravnopravnosti-spolova/2878>

A group of ten seminar participants took part in a five-day study visit to the Finnish state administration where they got acquainted with the Finnish gender mainstreaming experiences.

As a result of all the activities in the project, several ministries decided to form gender equality working groups, led by senior officials, whose task in the months to come will be to draft a plan for gender mainstreaming of their respective policies. The Office for Gender Equality is planning to establish an interministerial co-ordination for gender mainstreaming, with the purpose to provide continuous support to co-ordinators in state bodies in their work on gender mainstreaming. In addition, several county commissions for gender equality established a very good relationship with county officials and started to work on the Action Plan for implementation of European Charter for Gender Equality on the local level.

###### Other activities

Within the project "The new approaches of Croatian Employment Service (CES) in delivering services to clients" the 5th 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. Each occupation was listed in both male and female gender, as a way of contributing to the promotion of gender equality.

CES annually publishes regional brochure "Where after elementary school?." In the brochure, the names of all educational programmes have introduced gender mainstreaming terminology of professions which promote gender equality in the student population.

CES carries out active employment policy programmes that include training and workshops for unemployed and, in turn, publish gender-disaggregated statistical data on the participants.

<b>Additional comments</b>
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<p>The Croatian cultural institutions are also participating in dissemination and effective implementation of the standards outlined in the Recommendation on Gender Equality in the Audiovisual Sector which was prepared by the Directorate of Democratic Governance Culture, Nature and Heritage Department (CDCPP), and are already part of Croatian Audiovisual Centre National Programme 2016–2020.</p>
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## CYPRUS

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Legislative Changes

1. Adoption and Implementation of Paternity Leave Law N. 117(I)/2017).
2. Amendment of Maternity Law (N. 116(I)/2017) in order to implement provisions regarding the protection of biological mother in cases of surrogate mother (Department of Labour).

## Other activities

*Department of Labour*

The Gender Equality Committee in Employment and Vocational Training (EIF) drafted and published a study titled "Sexism: An Invisible Reality". EIF also organised a conference on 23 May 2017 entitled "Sexism: An Invisible Reality" and distributed the study. Experts from Cyprus and Greece analysed the problem in public and political life, in employment and in the media. During the conference, three workshops were organised to discuss these issues. The conference was very useful and productive. EIF proposed to the Cyprus Academy of Public Administration to include the sexism problem in its training programme.

## Target Group

Public officials, trade unions, NGO's, media officials, women's organisations, etc.

*EIF*

EIF co-organised with the Cyprus Pedagogical Institute a painting and comic competition on gender stereotypes at schools for 5th year students in which students from private and public secondary education participated.

## Target Group

Teachers and students

The *Ministry of Justice and Public Order/National Machinery for Women's Rights (NMWR)* continues to support and subsidise organisations and other bodies towards the implementation of actions that promote the elimination of stereotypes and social prejudice. Furthermore, the committee of the NMWR for the elimination of stereotypes and social prejudices is planning to submit suggestions to the Ministry of Education and Culture for improving its current gender equality programmes, as well as establishing new ones, such as surveys and studies promoting the gender dimension and eliminate stereotypes and social prejudices.

## Target Group

Women's organisations, NGOS, gender equality bodies/agencies, etc.

*Office of the Commissioner for Administration*

## a) Reports:

- Report of the Commissioner regarding access of women asylum seekers to employment and social welfare.
- Report of the Commissioner regarding the right of facilitations for the care of newborn child and the need to secure paternity leave as a measure to promote work-life balance.



- b) A campaign was launched in July 2016 regarding the rights of pregnant women and new mothers and it continued until October 2016. The main goal was 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 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 on the office website. After issuing a relevant press release, a social media campaign followed for a period of four weeks by disseminating the publication, drawings designed specifically for the campaign and other material. The campaign was promoted through media and social media and at the end a round table discussion was held with social partners, representatives of NGOs and of the Ministry of Labour.

#### Target Group

General public, employers, pregnant women, mothers, women employees, general directors and directors of governmental departments, NGO representatives and media representatives.

#### Policy Changes

The Ministry of Education and Culture (M.O.E.C) promotes an antiracist policy, which is also supported by the Pedagogical Institute with teacher training related to antiracist policies and practices in education. Specifically, the ministry, following a recommendation by the European Commission against Racism and Intolerance, and in collaboration with the Anti-Discrimination Body, has drafted a *"Code of Conduct Against Racism & Guide for Managing and Reporting Racist Incidents"* in schools. The code discusses research and policy which identifies the need for a whole-school antiracist policy, with a broad conceptualisation of racism in all forms, in order to include all sorts of discrimination. It also provides schools and teachers with a detailed plan on how to deal with and prevent racist incidents, which they may adjust to their specific needs before they adopt it and begin its implementation. It includes definitions of basic concepts (e.g. racism, racist incident, homophobia, transphobia, bullying, discrimination, gender stereotypes, sexism, etc.), outlines the responsibilities and commitments expected by each member of the school community and provides the steps to be followed by schools for dealing with racist incidents in a practical rubric.

#### Other activities

1. The Ministry of Education and Culture (MOEC) is focused on ensuring equal opportunities in education for both genders on a non-discriminatory basis at all levels of education. The ministry has formed an Interdepartmental Committee with representatives from all the ministry's departments and services. This committee oversees and co-ordinates all gender equality issues related to actions taken by the MOEC.
2. Launching a website dedicated to gender equality (Pedagogical Institute), which includes useful information, bibliography and teaching material for promoting equal opportunities of both genders and gender mainstreaming in the educational process. The content of the website is frequently updated.
  - [http://www.pi.ac.cy/pi/index.php?option=com\\_content&view=article&id=910&Itemid=383&lang=en](http://www.pi.ac.cy/pi/index.php?option=com_content&view=article&id=910&Itemid=383&lang=en)
3. The recently revised curricula have developed modern educational materials which will include a gender perspective aimed at combating gender stereotypes from an early age, especially by encouraging boys' greater involvement in family life and women's participation in politics/public life and develop relationships based on gender equality and mutual respect between the sexes.
4. Implementing programmes in schools with the aim of promoting gender equality and respect among all children in class, irrespective of background or gender (Educational Psychology Service).
5. Training of teachers and parents on issues related to active citizenship, multiculturalism, social

- inclusion/exclusion, identities and relationships between girls and boys, gender equality awareness through school based training seminars and programmes (Pedagogical Institute).
6. Workshops for teachers (primary and secondary education) organised by the Pedagogical Institute.
  7. Organising conferences/seminars on gender issues for teachers of all levels by the Pedagogical Institute.
  8. Workshops for teachers and students aiming at the promotion of equality and inclusion (Career Counselling and Educational Services).
  9. Collaboration of the Interdepartmental Committee with the Gender Equality in Employment and Vocational Training Committee and various NGOs.
  10. In collaboration with the Interdepartmental Committee with the Gender Equality in Employment and Vocational Training Committee, organisation of an annual competition for pupils at all levels of education concerning combating gender stereotypes in the field of workplace or career path.
  11. In collaboration with the NGO, Mediterranean Institute for Gender Studies and the Commissioner for Gender Equity promoting ideas for infusing the issue of “work-life balance” (“Simfiliosi epaggelmatikis kai prosopikis zois”) in specific topics of health education (organising a school unit and educating teachers how to approach the specific target in class)  
[http://www.pi.ac.cy/pi/index.php?option=com\\_content&view=article&id=1738%3A2017-03-03-11-29-00&catid=34%3A2010-06-02-08-27-34&Itemid=65&lang=el](http://www.pi.ac.cy/pi/index.php?option=com_content&view=article&id=1738%3A2017-03-03-11-29-00&catid=34%3A2010-06-02-08-27-34&Itemid=65&lang=el) and  
<http://www.breakingthemouldcy.com/training/>

Target Group

Teachers, students, parents.

## Objective 2.

### Preventing and combating violence against women

#### Legislative Changes

##### *Advisory Committee for the Prevention and Combating of Violence in the Family*

The Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention) was ratified by the Government of Cyprus in July 2017. The Ministry of Justice is currently drafting a specific law in order to transpose the provisions of the Convention into the national legal order.

#### Policy Changes

##### *National Action Plan for the Prevention and Combating of Domestic Violence (2017-2019)*

The Advisory Committee for the Prevention and Combating of Violence in the Family has drafted the 2nd National Action Plan for the Prevention and Combating of Domestic Violence (2017-2019). The new National Plan was submitted on 11 November 2016 to the Ministry of Labour, Welfare and Social Insurance and approved by the Cyprus Council of Ministers on 25 May 2017. The new National Plan focuses on the following objectives:

- Revision/updating of the Manual of Interdepartmental Procedures prepared by the Advisory Committee for the Prevention and Combating of Violence in the Family and approved by the Council of Ministers in 2002.
- Promote systematic specialised and also interdepartmental training for front-line professionals, dealing with incidents/cases of domestic violence.
- Reinstatement of the specialisation of Family Counsellors within the Social Welfare Services.
- Development and adoption of a multi-agency Risk Assessment Mechanism for more effective management of incidents/cases of domestic violence.
- Promoting the ratification of the Istanbul Convention by the Cyprus Parliament with national

legislation.

- Promote the effective implementation of the new national legislation on *Establishing Minimum Standards on the Rights, Support and Protection of Victims of Crime 2016 [N.51 (I) / 2016]*.

#### *Women's Support Unit*

The Advisory Committee for the Prevention and Combating of Violence in the Family has drafted a proposal for the implementation of a model to support and protect women victims of violence called "Women's Support Unit" (WSU). The WSU refers to a victim support unit that would be established in the General Hospitals of each district, offering multidisciplinary specialised support to women victims of domestic violence. The WSU will also be a central referral point and promote multi-agency co-operation. The proposal was submitted on 4 July 2016 to the Ministry of Labour, Welfare and Social Insurance for approval. The issue is still pending.

#### *Centralised data collection mechanism for domestic violence*

The Advisory Committee for the Prevention and Combating of Violence in the Family has drafted a proposal regarding the implementation of a centralised data mechanism for the collection and processing of administrative data on domestic violence as foreseen by the Istanbul Convention and the Victims' Rights Directive. The proposal was submitted on 30 November 2016 to the Ministry of Justice and Public Order of the Republic of Cyprus for approval.

#### Other activities

##### *Training seminar on "Recognition, Evaluation and Referral victims on the basis of Directive 2012/29/EU"*

The Cyprus Center for European and International Affairs, University of Nicosia in collaboration with the Advisory Committee for the Prevention and Combating of Violence in the Family, is organising a training seminar on "Recognition, Evaluation and Referral victims on the basis of Directive 2012/29/EU", 10-11 October 2017 at the University of Nicosia. This seminar is part of the project "Developing Directive – compatible practices for the identification, evaluation and referral of victims" implemented by the Centre for European Constitutional Law

The Themistocles Foundation and Dimitris Tsatsos, in collaboration with the European Training and Research Centre for Human Rights and Democracy (Austria), Center for the Study of Democracy (Bulgaria), Cyprus Center for European and International Affairs, University of Nicosia (Cyprus), Institute of Baltic Studies (Estonia), Centre of Crime Justice and Victim Studies of the University of Limerick (Ireland), Province of Livorno Development (Italy) is organizing a seminar which is addressed to professionals of all involved services dealing with cases of violence.

#### *Second Shelter for victims of domestic violence*

The non-governmental non-profit organisation Association for the Prevention and Handling of Violence in the Family (SPAVO) completed the construction of the 2nd Shelter for Victims of Domestic Violence. The project started in 2014 and was completed in 2016. The cost of the project was funded 75% by the Norway Grants programme, and the rest by of the Cyprus government, OPAP and SPAVO. The shelter offers 21 beds for women victims of domestic violence and their children.

#### Target Group

Women victims mainly of domestic violence, children victims of domestic violence and sexual abuse, professionals of the relevant ministries dealing with incidents/cases of domestic violence and child abuse.

#### Policy Changes

The Equality Body (Office of the Commissioner for Administration) 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.

#### Other activities

Eight training sessions, entitled 'Combating sexual harassment in employment in the public sector' 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 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.

#### Other activities

The Gender Equality Committee in Employment and Vocational Training (EIF), organised a forum on 28 June 2017 on sexual harassment in employment and Cyprus jurisprudence.

#### Target Group

Trade unions, NGOs, public officials, media officials, women's organisations, etc.

#### Other activities

##### *Ministry of Education and Culture*

1. In-service training of teachers on issues related to preventing and combating delinquency (Department of Primary Education, Department of Secondary General Education, Department of Secondary Technical and Vocational Education, the Pedagogical Institute).
2. Workshops for teachers (Primary and Secondary Education) organised by the Pedagogical Institute and the Mediterranean Institute of Gender Studies (MIGS).
3. Workshops for teachers (Primary and Secondary Education) organised by the Pedagogical Institute on gender relations topics.
4. Collaboration of the Interdepartmental Committee with various NGOs.
5. Promoting the participation of policy makers and staff of the ministry to attend workshops organised by the Cyprus Academy for Public Administration and the Commissioner for Administration and Human Rights (Ombudsman) concerning violence (<http://www.mof.gov.cy/mof/capa/cyacademy.nsf/All/243A6C8B94425039C2257C93003FAE41?OpenDocument>) or the underlying linguistic sexism in governmental documents.

#### Target Group

Students and teachers

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

##### Legislative Changes

The reform of the family law to bring it in line with all UN and European legally binding instruments and guidelines has been also among the priorities of the Ministry of Justice and Public Order, and to this end, the minister decided to establish an expert group composed of judges, lawyers and the Commissioner for the Protection of Children's Rights and a group of academics. The two groups submitted their proposals, which were elaborated/consolidated by the Ministry, taking on board all

recommendations of the Commissioner for Children's Rights, thus putting the child's best interest as a primary consideration.

In February 2017, the consolidated document was disseminated electronically for public consultation until the end of the month. The National Machinery for Women's Rights (NMWR), under the guidance of the Commissioner for Gender Equality, as well as an external expert, prepared a document with the proposals/suggestions of the organisations of the NMWR, regarding the modernisation of family law. Following consultation, the ministry proceeded with the preparation of all necessary amendments to the existing family law legislation.

#### Policy Changes

The Gender Equality Committee in Employment and Vocational Training (EIF) has changed its policy on the way victims choose lawyers. It has abolished its previous list of lawyers and now the choice is left freely to the victims. At the same time, the legal assistance regulations to abolish the demand of the call for tenders by lawyers will soon be amended.

#### Target Group

Victims of gender discriminations in employment and vocational training.

#### Objective 4.

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

#### 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 organisations, meetings and contacts with political parties and media organisations, dissemination of statistical data and research findings and exchange of good practices through conferences and seminars.

Within the framework of the effort to enhance and strengthen the position of women in public and political life, the committees of the National Machinery for Women's Rights on employment and economic empowerment of women and on women's participation in decision-making; are planning various actions achieving balanced participation of women and men in political and public decision-making. An awareness-raising campaign on women workers' rights and workshops on the equal participation of men and women in decision-making centres is also planned.

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

#### Legislative Changes

The Commissioner for Gender Equality is participating at the meetings of the various parliamentary committees, when discussing law proposals that cover the gender equality perspective.

#### Other activities

In the framework of the implementation of the Strategic Action Plan on Equality between Women and Men 2014-2017, the Office of the Commissioner for Gender Equality and the National Machinery for Women's Rights are planning to organise five two-day seminars on the Elimination of Linguistic Sexism in the documents of public service.

Furthermore, the Cyprus Academy of Public Administration, in co-operation with the Ministry of Justice and Public Order/Equality Unit, the Office of the Commissioner for Gender Equality, the Office of the Commissioner for Administration and Human Rights and the Gender Equality Committee in Employment and Vocational Training have established a steering group aiming at the

preparation of an action plan for the training of public officers on Gender Mainstreaming, as well as the design of educational programmes for all levels of government officials and especially of competent officers who prepare and implement the state budget and the strategic development plans on gender mainstreaming and gender budgeting questions.

#### Policy Changes

The Office of the Commissioner for Administration 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. A draft of a manual on gender mainstreaming in public policies was prepared by the Mediterranean Institute of Gender Studies and a consultation with the other stakeholders took place.

## DENMARK

### Objective 1. Combating Gender Stereotypes and Sexism

#### Legislative Changes

As part of a broad government initiative to combat digital sexual abuse, the government has proposed that the maximum penalty for unlawful forwarding of private pictures and videos be increased to imprisonment for two years in particularly aggravated circumstances. For instance, where the offender has forwarded material of a particularly explicit nature, to many people, on the Internet or of a large number of victims. The proposal is expected to be passed by parliament this fall.

#### Policy Changes

##### *Digital sexual abuse*

The Government launched a set of initiatives aimed at combating digital sexual abuse, extended support for victims, awareness raising campaigns aimed at young people, educators and parents. The Minister of Justice, Minister of Education and Minister of Equal Opportunities are behind this package of crosscutting and holistic activities. As part of the European Union best practice sharing seminars, Denmark will host the MLP seminar in Copenhagen in September and present Danish experiences in dealing with online abuses.

##### *Women in STEM*

The Minister for Fisheries and Equal Opportunities has initiated a range of awareness-building initiatives in order to promote more women in STEM lines, including "girl's day" in science activities. These activities are a follow up to an official report from a committee on gender equality in education and day care which was established by the Minister for Children, Gender Equality and Education in 2016.

##### *Fathers leave*

The Government wishes to engage more fathers in using their right to parental leave schemes. A national campaign is currently under way. Several companies will take part in the campaign including by signing a declaration of interest and support. Also, the results of a new survey regarding fathers taking parental leave based on sectors, both parents pay as well as geography, has been launched.

#### Other activities

##### *Youth, gender and body perceptions*

The minister has been continuing for several years the focus on young people, self-confidence and gender roles. A new survey will reveal how girls and boys interact, how gender perceptions affect their body confidence and how group dynamics affect the well-being of girls and boys.

##### *International Barberhop conference*

As part of the Nordic Council of Ministers co-operation programme an international conference on engaging men in gender equality will take place in Copenhagen in October. The conference aims at involving men by discussing work-life balance. Chief Executive Officers, as well as ministers and experts will meet for half a day, and Gary Barker and Michael Kaufmann will contribute to discussions.

## Objective 2.

## Preventing and combating violence against women

## Policy Changes

*New national unit on violence*

A new national unit on violence has been established in order to ensure better co-ordination and information sharing between actors in Denmark. Also, the new unit will be responsible for the national hotline on violence as well as legal counselling for victims and survivors of violence. Support and services are open for victims of all types of violence regardless of gender, age and ethnicity. As part of the launch of the unit a national campaign on violence is planned over Christmas.

*Trafficking in persons*

As a supplement to the already extensive activities on combating trafficking, three new pilot projects have been initiated including; outreach work for possible victims in discrete prostitution, escort and forced labour. Also, a project has been launched on developing methods to identify potential victims of trafficking among minors, and a project on developing new information material regarding witnesses and prosecuting of perpetrators.

## Other activities

*Youth-to-youth campaign against date violence*

As a follow up to this year's annual creative campaign against date violence for schools and educational institutions, one of the winners of the competition was granted the possibility of launching a youth-to-youth campaign at all schools in Denmark, aimed at raising awareness and increasing respect of personal boundaries.

## Objective 3.

## Guaranteeing Equal Access of Women to Justice

## Policy Changes

*Digital sexual abuse*

In co-operation with the Director of Public Prosecutions, the Danish National Police is preparing information material on how digital sexual abuse can be reported to the police, what the victim can expect from police proceedings in the case and other information about what to do if you are the victim of digital sexual abuse. The information material will help create transparency for the citizen as to how the police handle cases concerning digital sexual abuse and contribute to a uniform approach to such cases.

The Danish National Police has started developing a reporting platform on the police website for i.a. cases involving the illegal sharing of private sexual material. The purpose is to make it easier for the victims to report digital sexual abuse, while at the same time enabling the police to receive and handle the reports in an easy and professional way.

## Objective 4.

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

## Policy Changes

Ahead of this year's local elections, the minister for equal opportunities toured the country promoting the importance of women in politics.

## Other activities

*The Danish government's model for more women in corporate management*



The Danish government aims at creating equal access for men and women to corporate management. The Danish model strikes an excellent balance between the need for real progress in increasing the share of women on boards of directors and ensuring flexibility for companies.

The model consists of four elements, targeting both private-sector companies and public-sector companies.

First, the 1 100 or so largest companies are required to set a *target* figure for the proportion of the under-represented gender in the supreme management body (board of directors or the like).

Second, the 1 100 or so largest companies must have a *policy* for increasing the proportion of the under-represented gender at the management levels of the companies in general.

Third, companies must *report* on the status of fulfilment of the target set out in the annual report, including, if so, why the companies failed to achieve the target set.

Fourth, regardless of size, state-owned companies must set targets and prepare a policy to increase the share of women in management. Today, state-owned companies should have an equal gender composition – some public-sector companies should even only have an equal gender composition to the extent possible.

The annual reports show that a vast majority of companies and public institutions have set target figures for the gender distribution on their boards.

Research from the Confederation of Danish Industry shows that the gender distribution is becoming more equal in the boards of Large Cap companies. For the 24 boards on 26 Large Cap companies included in the study, the share of women board members elected through general assemblies has risen from 9.6% in 2008 to 27.5% in 2017.

#### Objective 5.

#### Achieving gender mainstreaming in all policies and measures

##### Other activities

The Government decided to establish a co-ordinating minister for LGBTI issues and place this task with the Minister for Equal Opportunities.

Also, as part of a government reshuffle, there was a change in the ministerial set up and the minister is now Minister for Fisheries and Equal Opportunities.

#### MAIN CHALLENGES:

In some ethnic-minority communities, a parallel society exists where values and norms are contrary to Danish civil rights, equality and democratic principles. Negative social control and lack of equality deny the individual the opportunity to exercise control over their own life and pursue their dreams. Girls and women, in particular, are being subjected to negative social control. This can dictate their choice of friends and intimate partners, prevent them from engaging in leisure activities and stop them realising their full potential. Some ethnic minority boys experience pressure to supervise and control their siblings, and can also be subjected to negative social control.

A range of initiatives is being launched under the national action plan to prevent honour-related conflicts and negative social control. These include the establishment of a national mobile task force that will advise the country's municipalities. Furthermore, a nationwide network of young 'opinion-formers' is being established whose work will include attitude-shaping activities, and the 'Dialogue Corps' is being developed to promote dialogue on gender, sexual orientation, family and other issues. At the same time, there will be a skills upgrade for staff at women's crisis centres and selected advisors in basic education, and the issue of reluctance to get involved will be addressed to

enable better identification of children, young people and adults who are victims of honour-related conflicts and negative social control.

A youth summit will be held on equality, gender roles and negative social control aimed at young people from ethnic-minority communities. A number of opinion formers and role models will attend the summit.

Funds have been allocated in the Rate Adjustment Pool for a rights campaign aimed at men and women, respectively, from ethnic-minority backgrounds. The campaign will help to improve understanding and generate debate on rights, equality and social control among new arrivals to Denmark and immigrants. Furthermore, a study will be launched on equality, social control and the role of fathers, especially among men from an ethnic-minority background.

## ESTONIA

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Legislative Changes

To tackle gender pay gap, the Ministry of Social Affairs is changing the Gender Equality Act. The changes shall foresee equal pay audits in public sector organisations and other efforts to support this activity, providing the Labour Inspectorate with a right to exercise state supervision over implementation of the requirement of equal pay for women and men for the same work and work of equal value. In order to keep the administrative burden as low as possible, an IT tool will be developed. The tool will automatically calculate if the pay gap within a company is too high. If so, the employer shall conduct a more thorough gender pay gap audit to evaluate the reasons behind the pay gap and if it turns out that women and men are being paid unfairly, the employer will reform its pay policy to ensure women and men get the same fee for work of the same or equal value. The tool will use data that the employers already provide to the state. The draft should reach parliament by the autumn of 2017.

The Ministry of Social Affairs is in the process of elaborating changes to the parental leave and benefits system. The draft legislation has been sent for the first reading by partners. The changes include developing flexible possibilities for families to combine leave and working time. Another aim of the changes is to encourage a more balanced distribution of parental leaves and benefits between the mother and the father. Among the new parental benefit system, a month-long father-specific leave will be introduced (meaning that if the father does not use the leave, the family will lose that period of leave). The father's month will be added to the 18 months parental leave period. In the long term, the new parental leave system should encourage fathers to take up more leave (also the general 18 months parental leave, which can be used either by the mother or the father). The father's month is meant for all fathers despite their status in the labour market or the type of contract they have (whether they work as freelancers or with a permanent contract). The changes will be established gradually in the years 2018-2020.

## Policy Changes

On 30 June 2016, the Estonian Government adopted the 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: high employment rate and long and high quality working life and 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 the 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 in the action plan vary from awareness raising to legislative initiatives.

## Other activities

On 10 April 2017, Estonia celebrated Equal Pay Day. For the second time in the context of Equal Pay

Day a youth literature contest was held, where high school youths could submit their essays, poems and short stories on the topic of equal pay and other gender equality issues. Best texts were awarded.

In April 2016, the Ministry of Social Affairs organised a meeting between Gender Equality Council, Ministry of Finance, the Unemployment Fund, Estonian Women's Associations Roundtable and several job portals to discuss pay transparency to help reduce gender pay gap.

To tackle stereotypes, in spring 2017, the Ministry of Social Affairs organised tailor made training for career counsellors working with young people. The idea was to give career counsellors basic training of gender and gender equality in order to help them understand gender aspects in their work and give them gender mainstreaming skills.

In November 2016, the fourth Gender Equality Monitoring was conducted in order to obtain a better overview of the attitudes and opinions of men and women concerning their situation and position in society. The aim of this national survey is to measure opinions and attitudes regarding gender equality. It covers different topics and areas of life, such as power, economy, working life, private life, education and violence. The results are used to assess existing gender equality policies and to develop new policy measures to reduce gender inequalities.

In July 2017, the Gender Equality Council sent their recommendations to the government. The main points underlines this time were connected to the insufficient funding of the whole gender equality agenda in Estonia.

#### Target Group

General public, policy makers, political decision makers, career counsellors, teenagers.

#### Objective 2.

##### Preventing and combating violence against women

##### Changes in the Penal Code and Victim Support Act

Starting from January 2017, the women's shelters' service for victims of violence against women is 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 is mentioned in the Estonian legislation. Penal Code: FGM, forced marriages and stalking are criminal offences since July 2017. (Remark: it was possible to punish for FGM and forced marriage before, but the aim was to point out these crimes separately and specifically). Also, sexual harassment is now forbidden and punishment foreseen in Penal Code. In addition, the concept of presumed victim of human trafficking is now described in Victim Support Act, and services are available for those victims more easily.

##### Policy Changes

Women's support centre service is now state organised and financed; service providers are still almost all women's NGOs. Sustainability is guaranteed via the Victim Support Act. Since November 2016, services for victims of sexual violence are co-ordinated by the state as well.

##### Other activities

A 24/7 hotline for victims of violence against women is being arranged and financed by the state. The Social Insurance Board took over arranging the service in January 2017. In addition, providing services for perpetrators of violence have started. Perpetrators are able to participate in programmes while in prison, as well as while being on probation, but the new programme is for voluntary participants. The programme has been piloted and it is hoped to start in 2018 (now, such a

programme is available via non governmental organisations). Also the state has started organising and providing training on violence against women for shelter and victim support workers. A first training session involving experts and practitioners in the field took place in August-September 2017.

**Target Group**

Victims of violence against women, victims of human trafficking, specialists working with victims.

**Objective 4.**

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

**Other activities**

In June 2017, Marianne Mikko, member of parliament, proposed a draft that would foresee a zipper method in parliament, local and European Union parliament elections. The draft was discussed in the constitutional committee and later at the parliament, but unfortunately was not passed. It did however, generate a discussion over zipper method and gender quotas in the general public.

**Target Group**

General public, political decision makers.

**Objective 5.**

**Achieving gender mainstreaming in all policies and measures**

**Other activities**

An ongoing gender mainstreaming process is assessing all relevant legal drafts whether the aspects of gender equality have been taken into account.

In spring 2017 the Gender Equality Council (an advisory body for the Government, representing a wide array of agents) presented its recommendations to the Government, suggesting to step up the efforts to ensure sufficient funding for the gender equality section in the Welfare Development Plan 2016-2023. The gender equality section in the Development Plan includes activities to carry out gender mainstreaming.

**Target Group**

Policy officers and the whole population of Estonia

**MAIN CHALLENGES:**

Lack of political will.

Insufficient financing of gender equality issues.

Among policy officers not working directly with gender equality:

- raising awareness on the importance of gender equality;
- improving the skills of gender mainstreaming of policy makers.

## FINLAND

Objective 1.  
Combating Gender Stereotypes and Sexism

## Other activities

*Campaign "Isäaika – It's Daddy Time!"*

A three-week campaign will be launched during the week preceding Father's Day in November 2017. The objective of the media campaign It's Daddy Time! is to increase the amount of family leave taken by fathers in groups in which the take-up is currently rare, as well as to influence the attitudes of employers with regard to paternity. The Target Group of the campaign are employed fathers or fathers-to-be in manual labour professions and jobs in male-dominated sectors like logistics, transportation and construction. Among the employers, the principal Target Group are the supervisors in the above mentioned sectors and workplaces. The most intense distribution of the campaign will be through radio advertisements broadcasted nationally during commuting times. A campaign website will be launched containing basic information on fathers' rights and blogs of seven fathers - both employees and employers - who share their own experience of taking up family leave. The website is supported by a target marketing campaign on Facebook. The aim of the campaign is to emphasise fatherhood as a positive thing which should be made visible at work. Everyone wins - the child, the father, the relationship, the work and society in the end. The media campaign is co-ordinated by the Ministry of Social Affairs and Health. The campaign is a part of the project Visible Fathers (2016-2018), co-financed by EU Rights, Equality and Citizenship Programme. (<https://www.thl.fi/en/web/thlfi-en/research-and-expertwork/projects-and-programmes/visible-fathers>)

*Combating violence in media and internet*

As part of the Nordic co-operation, Finland has been active in combating cyber violence and promoting gender equality in media. In 2016, Finland was the chair of the Nordic Council of Ministers and led the work which resulted in publishing of two studies in the themes. Both studies are available via the website of the Nordic Council of Ministers:

1) *Women and Men in the News. A report on gender representation in Nordic News Content and in the Nordic Media Industry (TemaNord 2017:527)*

Despite the development of new media and technologies, traditional news media and journalism still have a notable impact on society. The survey examines how women and men are represented in the news media in the Nordic countries and how the media convey and reinforce gender stereotypes.

2) *Regulation of Gender-Discriminatory Advertising in the Nordic Countries (TemaNord 2017:534)*

The report surveys how gender-discriminatory advertising is regulated in the Nordic countries. In the Nordic countries gender discriminatory advertising has been on the public agenda since the 1970s and 1980s, the time when gender equality legislation was adopted. However, the Nordic countries have chosen different ways of regulating gender discriminatory advertising. The report surveys the differences and the similarities in the regulation and in the media environment in the Nordic countries, discusses the potential of self-regulation compared to the regulation in law, and notices that gender equality in relation to advertising is intrinsically related to conversations about freedom of expression.

The Nordic Council of Ministers has also had activities concerning sexist hate speech and its relation to social media and implications to democracy. During the UN CSW session 2016 there was a Nordic expert panel on hate speech and means of resistance. Also during the year 2016, the Nordic

Information on Gender Equality (NIKK) prepared a study about how sexism in internet and cyber violence is regulated in the Nordic Region. The report is in Scandinavian, but there is a summary in English ([http://www.nikk.no/wp-content/uploads/Hat-och-hot-på-nätet\\_170627.pdf](http://www.nikk.no/wp-content/uploads/Hat-och-hot-på-nätet_170627.pdf)). During 2017, the Nordic Council of Ministers will draw up a guidebook for children on how they can resist and seek help when they meet with sexist hate speech on the internet.

## Objective 2.

### Preventing and combating violence against women

#### Policy Changes

A co-ordination body designated in accordance with Article 10 of the Istanbul Convention started operating in the beginning of 2017. During its first year, the co-ordinating body will draw up an action plan for the implementation of the Istanbul Convention for 2018–2021.

#### Other activities

For the year 2017, a total of 13.3 million euros have been allocated to 23 shelters that accommodate altogether 143 family places. To increase the number of shelters and to ensure their functioning, the government has decided that the total funding for shelters will be 19.55 million euros in 2019. Thus, the funding of the shelters will increase in three years (2017-2019) by 70% compared to 2016.

In 2016, the National Institute for Health and Welfare piloted a so-called remote shelter project for sparsely populated areas which involved establishing a 24/7 remote shelter in connection with a social and health care unit. Psychosocial support for shelter customers was provided from a central shelter via remote access. The operation of the remote shelter in the pilot area has been made permanent from 2017 onwards with the help of Government funding. The aim is to have similar remote shelters in other sparsely populated areas in the future.

A nationwide 24/7 helpline service (Nollalinja) for all victims of intimate partner violence started operating in December 2016. The service complies with the requirements of the Istanbul Convention. Nollalinja helps women who have experienced psychological, physical or sexual violence or threat of violence, anyone who has experienced psychological, physical or sexual violence or threat of violence in an intimate relationship, family members of victims of violence and also professionals and officials who need advice in their customer work. Phoning Nollalinja is anonymous and free of charge.

In May 2017, a rape crisis support centre as stipulated by the Istanbul Convention was piloted in one of the district hospitals (Helsinki). In the future, the aim is to have a similar crisis centre in each of the five university hospitals. In 2018, two more crisis centres will start operating in different parts of Finland.

## Objective 3.

### Guaranteeing Equal Access of Women to Justice

#### Legislative Changes

The provisions on reconciliation have been included in the Act on Equality between Women and Men (609/1986). Since November 2016, the Ombudsman for Equality has been allowed to take action to reconcile a matter on gender-based discrimination. Engaging in reconciliation proceedings is voluntary and need the consent of both parties of the dispute. The National Non-Discrimination and Equality Tribunal has the right to confirm the agreement reached. The amendment is targeted to strengthen low threshold mechanisms and ease access to justice. Compared to court proceedings reconciliation is faster and cheaper.

#### Target Group

Anyone who suspects having been subject to gender-based discrimination
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Objective 4.
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Achieving balanced participation of women and men in political and public decision-making
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Policy changes

Following the municipal elections in April 2017, the share of women in the municipal councils increased from 36% to 39%. Also the share of women among chairs of municipal councils increased significantly, by 11 percentage points to 39%. This the highest proportion of women municipal council chairs in Finnish history. The share of women among chairs of municipal executive boards increased from 26% to 31% following the spring elections.

Other activities

*Study on Women and Men in the Senior Management of Municipally-Owned Companies*

The representation of women and men in the senior management of municipally-owned companies was studied for the first time in Finland. This is an important gender equality issue, as recent legislative and structural changes have led municipalities to increasingly corporatise their functions and partially shift discretionary power to municipally-owned companies. In 2015, the share of women on the boards of municipally-owned companies was 34%. Women made up 23.6% of managing directors, and 16% of board chairpersons were women. Some 10% of boards had no female members. In industry, women had the largest representation in health and social services and hotel and restaurant services. The share of women was smallest in water services, waste management and other environmental sanitation industries and in vocational, technical and scientific industries. As a rule, larger companies had more women on their boards than smaller companies. Furthermore, municipalities with over 50 000 residents had more women on boards than smaller municipalities. Women managers were more educated than men, in particular among the chairpersons and managing directors. In general, men had some form of technical education and women had a business or social sciences education. Link to the study (Finnish only):

[https://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/80006/Naiset\\_ja\\_miehet\\_raportteja\\_ja\\_muistioita\\_.pdf?sequence=1](https://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/80006/Naiset_ja_miehet_raportteja_ja_muistioita_.pdf?sequence=1)

*Study on the Effects of Structural Changes on the Positions of Men and Women in the Labour Market and the Gender Pay Gap in the public sector*

The study investigated the effects of the structural changes in the labour market on the positions of men and women in the labour market and the gender pay gap in the municipal and state sector in 1995–2013.

There was a clear increase in the level of education of personnel on both sectors. Furthermore, there was a clear increase in the level of education of women compared to men. The change in the occupational structure has significantly narrowed the gender pay gap in the state sector. No such major change in the gender pay gap can be seen in the municipal sector despite the rise in women's level of education. Changes in occupational segregation in the municipal sector narrowed the gender pay gap in monthly earnings by 1.5 percentage points. In the state sector, the pay gap in the hourly pay was reduced by 8.5 percentage points and the pay gap in monthly earnings by 7.5 during the same time period. Changes in occupational segregation narrowed the gender pay gap by over 6 percentage points. The study concluded that in order to narrow the gender pay gap, it is important to pay particular attention to the top 20 occupations that have most influence on the formation of women's average wages in the state and municipal sectors.



GEORGIA
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## Objective 1.

## Combating Gender Stereotypes and Sexism

## Policy Changes and other activities

Combating Gender Stereotypes and sexism is one of the main issues covered under the Human Rights Action Plan of Georgia for 2016-2017. It includes activities such as combating gender stereotypes and gender inequality through awareness raising of employees in the public sector and in civil society.

Since 2015, the Ministry of Internal Affairs and the Ministry of Education and Science have conducted information meetings and training for pupils and their parents on various crimes, including early marriages and related risks. In addition, the Ministry of Education and Science is working on the design the school books to develop non-stereotypical thinking among pupils.

Apart from that, the Chief Prosecutor's Office is in the process of elaborating a training course on the protection of the women's rights. The course with theoretical and practical aspects will focus on combating existing gender stereotypes and forming proper attitudes in law enforcement.

## Target Group

Employees of public sector and the civil society.

## Objective 2.

## Preventing and combating violence against women

## Legislative Changes

Combating violence against women and domestic violence remains one of the key priorities for the Government of Georgia.

Notably, Georgia signed and ratified the Istanbul Convention respectively on 19 June 2014 and 4 May 2017. For the aim of its ratification, around 25 legal acts were revised by the Ministry of Justice and respective amendments were introduced to Criminal Code, Administrative Code, Law on Domestic Violence, etc.

The elaboration process of the amendments was quite inclusive since all relevant governmental agencies, as well as local and international NGOs, were actively involved in the process. Public consultations with the civil society and international organisations started on 17 June 2015. Their feedback and recommendations were reflected in the final draft.

The draft amendments were approved by the Government of Georgia on 24 January 2017. The legal amendments adopted the Parliament of Georgia came into force on 1 June 2017. The Istanbul Convention is in force for Georgia since 1 September 2017.

The amendments serve the objective of overcoming the challenges related to the violence against women, prevent and eradicate the cases of violence, broaden the legal remedies for the women victims of violence not only within the family, but also in any settings. As an example the criminalisation of stalking and female genital mutilation (FGM) can be invoked. In addition, the definition of rape has been modified in Criminal Code of Georgia to make it in compliance with the Convention.

### Policy Changes

The Inter-Agency Commission working on the issues of Gender Equality, Violence against Women and Domestic Violence was established on 12 June 2017 upon the Governmental Decree N286. The Commission replaced the Inter-Agency Council which focused only on Domestic Violence.

The commission is chaired by the Assistant of the Prime Minister of Georgia on Human Rights and Gender Equality Issues and is co-chaired by the Deputy Minister of Justice. The commission is composed of all ministries of the Government of Georgia, the Chief Prosecutor's Office, the Gender Equality Council of the Parliament of Georgia, the Supreme Court of Georgia, etc. the NGOs and international organisations are also the members of the commission.

The commission is a policy-shaper body and is mandated to co-ordinate and promote the implementation of the National Action Plan on the Measures to Combat Violence against Women and Domestic Violence in Georgia. The commission is tasked to monitor the proper implementation of the Istanbul Conventions and its first meeting took place on 12 June, 2017.

Currently the commission is in the process of elaboration of the National Action Plan on Combating Violence Against Women and Domestic Violence for 2018-2020.

### Other activities

In February 2017, the Ministry of Justice started a large-scale social campaign named "Act." The social campaign aims at prevention of violence against women through various activities, such as information meetings with youth, dissemination of video clips via TV and social media, etc.

Also within the social campaign, a website [www.imoqmede.ge](http://www.imoqmede.ge) has been created through which anyone can anonymously report alleged violence against women and/or domestic violence.

The Ministry of Justice with the financial support of the EU delegation to Georgia started the Social Campaign named "Power to Trust." The aim of the campaign is to promote the prevention of domestic violence and to raise awareness of the Georgian population about legal mechanisms established for combating domestic violence, the state and other services available for victims of violence against women and domestic violence.

The Government of Georgia acknowledges the importance of awareness-raising campaigns to efficiently address the violence against women and gender based violence. For this purpose, in 2015 the Ministry of Justice issued the one-off grant of 15 000 GEL to non governmental organisations to promote their engagement in the preventive activities on violence against women and to strengthen co-operation with NGOs in this field.

Within the framework of the grant project of the ministry, multilingual brochures (Georgian, Russian, English, Azerbaijani and Armenian) on violence against women and domestic violence were produced.

### Target Group

General population of Georgia

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

Please see Objective 2.

In addition, to promoting the effective access to justice, the Ministry of Justice has elaborated draft

amendments to the Criminal Procedure Code of Georgia, Administrative Procedure Code of Georgia, Civil Procedure Code of Georgia and the Law on State Fees of Georgia aiming at establishing of a national mechanism for the effective implementation of the UN treaty bodies' decisions. The amendments were adopted by the Parliament of Georgia on 27 April and enacted on 15 May 2016.

The recent amendment provide the possibility for the reopening of criminal cases if there is a relevant decision of any of the five UN human rights treaty bodies, including the Human Rights Committee (HRC), the Committee on the Elimination of Racial Discrimination (CERD), the Committee on the Elimination of Discrimination against Women (CEDAW), Child's Rights Committee (CRC) and the Committee against Torture (CAT).

Furthermore, a person can claim to the national court for adequate financial compensation based on the decision of the UN HRC, CEDAW, CERD, CRC and CAT. This provision has a retroactive character.

#### Objective 4.

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

###### Legislative and Policy Changes

To encourage women's participation in politics and decision making, the Organic Law on Political Unions of Citizens foresees the supplementary funding of 30% for any political party whose list of candidates for the membership of the parliament is comprised of at least 30% of the candidates of a different gender within every ten candidates starting from the number one candidate of the list.

In 2016, an amendment to the Law on Gender Equality and Code for Local Self-Government was adopted which aims to establish Gender Equality Councils in the municipalities. This legal amendment foresees special institutional mechanisms for achieving gender equality at the local self-government level.

The councils carry out their functions in close co-operation with the Gender Equality Council of the Parliament of Georgia.

###### Other activities

The Central Election Commission of Georgia (CEC) regularly monitors and processes the statistical information by taking the gender aspects in to consideration. In 2016, the CEC has prepared and published the gender statistics catalog of elections. By analysing the gender perspective of election information, the CEC promotes the creation of gender balanced electoral environment.

Apart from this, CEC has delivered the training course "Election Development School 2016." One of the main topics covered within this Programme is devoted to "Gender Equality and elections."

For the elections of 8 October 2016, 53 potential candidate women from different political parties and initiative groups were trained on the issues of elections.

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

###### Policy Changes

As already mentioned, based on the introduced legal amendments aiming at ratification of the Istanbul Convention, the Inter-Agency Commission working on the issues of Gender Equality, Violence against Women and Domestic Violence was established on 12 June 2017. The Commission is mandated to promote the gender mainstreaming among executive authorities and sectorial policies.

Apart from this, the Human Rights Strategy of Georgia for 2014-2020, which was assessed as the "Human Rights Constitution of Georgia", requires from the Government to apply gender mainstreaming at every level of drafting the governmental policies and programmes.

#### Other activities

In order to promote gender mainstreaming, various trainings are conducted for public officials on the issues of gender equality and gender mainstreaming. In 2016, Gender advisers of the Ministry of Defence of Georgia were trained on Gender Mainstreaming. Since 2013 all newly recruited cadets in the National Defence Academy of Georgia are trained on the principles of gender equality.

In 2016, 383 patrol inspectors and the district inspectors were trained on the issues of gender equality. Furthermore, nine Magistrates of the Police Academy of the Ministry of Internal Affairs of Georgia were delivered training on gender mainstreaming in security sector.

#### MAIN CHALLENGES:

Some challenges still remain in terms of gender equality and protection of women's rights, such as economic independence, cultural barriers, fear and shame, lack of awareness regarding women's rights and legal safeguards, gender stereotypes, etc.

## GERMANY

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Legislative Changes

1. Legal requirement for women's representatives in institutions for persons with disabilities through the amendment to the Workplace Participation Ordinance within the scope of the Federal Participation Act (BMAS).

Since 1 October 2016, the Federal Ministry for Family Affairs, Senior Citizens Women and Youth (BMFSFJ) has been funding a three-year project on the development of a "Federal network for women's representatives in institutions", which is being run by the Verein Weibernetz e. V.

The aim is to build up a nationwide networking structure for women's representatives in institutions for disabled people, their supporters and the trainers for women's representatives. Since the beginning of the first project on women's representatives in institutions for persons with disabilities led people providing services for the disabled, funded by the BMFSFJ, this idea has proved to be a successful contribution in practice to supporting women with learning difficulties and preventing violence in institutions. Experience in recent years has shown that women with learning difficulties in particular are well accepted as women's representatives. They often have better, more direct access to the women in those institutions. In addition, they act as an effective interface between the systems providing services for the disabled and the services for women affected by violence.

With the completion of the project "Women's representatives in institutions: An idea catches on!", funded by the BMFSFJ, there are today 80 women's representatives currently in post and in training and 20 trainer tandems for women's representatives from ten federal states. This is an important basis for the legislative requirement for the institutionalised establishment of women's representatives through the amendment of the Workplace Participation Ordinance. To make sure that this can also be implemented quickly and successfully in the institutions for disabled people, there is a need for support to further develop practical experiences, bring together the interests of the women's representatives and effectively support them: a nationwide network of women's representatives, their supporters and the trainers for women's representatives which allows them to meet regularly and exchange ideas and which represents their interests with a powerful voice is an important step towards consolidating the successful work of women's representatives in institutions providing services for the disabled.

## Target Group:

Young women and girls

## 2. Stereotypes in the Media

The BMFSFJ continues to support Pinkstinks, a campaign that targets the products, media and marketing that are prescribed as heavily stereotyped. Pinkstinks believe that all children – girls and boys - are affected by the 'pinkification' of girlhood. The campaign aims at challenging and reversing this growing trend. They also promote media literacy, self-esteem, positive body images and female role models for kids. From October 2017 on Pinkstinks is working on a monitoring of sexist commercial in Germany to get a better view where in the country sexist commercial is put on most. There will be co-operation with local authorities to prevent sexist commercial. More information: [www.pinkstinks.de](http://www.pinkstinks.de)

### 3. Girls and Boys: [www.klischee-frei.de](http://www.klischee-frei.de)

A new website ([www.klischee-frei.de](http://www.klischee-frei.de) i.e. "free from clichés") launched in December 2016 offers information and support to all stakeholders engaged in career counselling and guidance, such as schools, employers, unions, and parents. Its aim is to facilitate career choices free from gender stereotypes (or clichés) and to help girls and boys to choose a career in accordance with their own individual abilities, talents, leanings, and wishes. A national co-operation between politics, industry, business and research institutions supports the website, which offers a wide range of information such as best practice examples, fact sheets, advice for work with girls and boys, counselling, contacts, and links. Gender stereotypical career choice is a major factor in the segregation of the labour market as well as in the gender pay gap.

### 4. Equal treatment check

Since 2017, the Federal Anti-Discrimination Agency has been offering an equal treatment check (gb-check), which enables the examination of gender equality in working life. This was developed together with the Berlin University of Economics and Law. The gb-check is an analysis tool that helps employers and stakeholders to identify discrimination, prevent inequality, and take measures for greater equality of opportunity by using statistics, process analysis, and pair comparisons. The tool is used in the areas of job vacancies, personnel selection, working and employment conditions, company training, appraisals and working hours: [www.gb-check.de](http://www.gb-check.de)

### 5. "Gender-focused work with male refugees", a project realised by the Federal Men's Forum

The number of people fleeing to Germany has surged in the year 2015 and more will follow. About 70% of them are men, the majority of whom are under 30 years old.

There is little reliable knowledge about the male refugees' educational background or their work qualifications and certainly not about what experience they have, the responsibility they carry and what their family situation is. The project takes into account voluntary involvement in assisting refugees, but above all it focuses on the needs of professional and public structures and help providers. Therefore, the leading question is: What are viable strategies, structures and concepts for gender-focused refugee and integration work, particularly as to the perspectives and needs of male refugees?

The aim of the project is to improve opportunities for young refugees and to support their empowerment. Male refugees (15-27 years old) are invited to reflect their journey and immigration experiences in guided group discussions and to talk about their ideas and expectations of the host country. Duration: 15 February 2016 – 31 December 2018.

## Objective 2.

### Preventing and combating violence against women

#### Legislative Changes

#### 1. Act on the Regulation of Prostitution and Protection of Persons working as Prostitutes

To improve working conditions in legal prostitution and protect prostitutes against exploitation, forced prostitution and human trafficking, the German Bundestag passed a law on 7 July 2016 to regulate the prostitution trade and protect sex workers (ProstSchG). The law entered into force on 1 July 2017. The aim is to create a legislative basis for guaranteeing contractual working conditions, protecting the health of prostitutes, and combating crime in prostitution, such as human trafficking, violence against and the exploitation of prostitutes, and procurement.

#### 2. Ratification of the Convention of the Council of Europe on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)

The law on the ratification of the Istanbul Convention was passed by the German Bundestag on 1 June 2017. The German Bundesrat passed the law on 7 July, 2017. With this law, Germany takes the final step towards ratification of the Istanbul Convention.

### 3. 50th Act to Amend the Criminal Code to Improve the Protection of Sexual Determination

With the 50th Act to Amend the Criminal Code to Improve the Protection of Sexual Self-Determination [50. Gesetz zur Änderung des Strafgesetzbuches – Verbesserung des Schutzes der sexuellen Selbstbestimmung] of 4 November 2016, the German legislature has made a significant contribution to combating the sexual assault of women – and men. Pursuant to section 177(1) of the Criminal Code [Strafgesetzbuch, StGB], any sexual activity engaged in against the discernible will of another person is now a criminal offence. Section 177(2) StGB applies to cases where the victim is unable to form or express his or her own will, or where expressed consent is not valid (e.g. because of a threat). Furthermore, in section 184i StGB, the legislature has created the criminal offence of sexual harassment. According to those provisions, whosoever touches another person in a sexual manner and thereby harasses that person will be criminally liable. Finally, under the new section 184j StGB, a further criminal offence has been created that aims to combat certain sexual offences committed as part of a group. The provisions came into force on 10 November 2016.

#### Other activities

- Germany has received over 1 000 Yezidi women and children from Northern Iraq in Germany and support their rehabilitation and reintegration with medical care and trauma-therapy.
- The Federal General Prosecutor is currently examining reported crimes of sexual violence in relation to the conflict in Iraq and Syria. One focus of national investigations remains on collecting evidence on the crimes committed against the Yezidi population. On the basis of testimonies from Yezidi women living in Germany, the first international arrest warrant could be issued.

#### 1. Pilot Project – Analysis and Planning of Requirements for further Development of the Support System for Women Affected by Violence and Domestic Violence

The Federal Government Report on the situation of women's refuges, specialist advice centres and other support services for women affected by violence and their children (BT-Drs.17/10500) showed that continuous, demand-based, co-ordinated further development of the system of support for women affected by violence and their children is required.

Following on from this, the proposal of a federal pilot project for the analysis and planning of requirements was developed as a possible course of action on the part of the Federal Government. The aim of the pilot project is to work with the federal states to develop and try out in practice tools which would allow the federal states to plan their support systems better in the future and adapt them to the needs of women affected by violence.

The project focuses on three guideline questions which reflect the particular knowledge requirements:

1. Do all women affected by violence receive protection and help promptly if violence occurs?
2. What services do women need in their various situations? Are their needs different in rural areas, regional centres and cities?
3. How can the support system (on this basis) be (re)shaped to fit precisely? How can reliable co-operation with support institutions be created in the form of an interlinking supply chain?

The project is being provided with scientific support and will start in 2017.

The pilot project is intended to be a useful tool in helping the Federal Ministry for Family Affairs, Senior Citizens Women and Youth to support the federal states in implementing their obligations under the European Council Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention).

## 2. Evaluation of crime statistics on violence in partner relationships 2015

On 22 November 2016, the Federal Criminal Police Office (BKA) issued and published, for the first time, the "Criminal Statistics Situation Report on violence in partner relationships" (2015) on the basis of data from the Police Criminal Statistics, available at [https://www.bka.de/DE/AktuelleInformationen/StatistikenLagebilder/Lagebilder/Partnerschaftsgewalt/partnerschaftsgewalt\\_node.html](https://www.bka.de/DE/AktuelleInformationen/StatistikenLagebilder/Lagebilder/Partnerschaftsgewalt/partnerschaftsgewalt_node.html).

To assess violence in partner relationships, the BKA used the data on victims and suspects for the following selected criminal offences: Murder and manslaughter, grievous bodily harm, aggravated assault, bodily harm resulting in death, deliberate physical assault, rape, sexual assault, intimidation and stalking. The figures provide an overview of the extent and the forms of violence in couple relationships as reported to the police (Hellfeld).

## 3. Protection of women and girls against digital violence: Support for those affected and qualification of the women's support system

Digital attacks are made in many different ways. Basically, a distinction must be made between the digitisation of violence in personal relationships, when the attacker is personally known to the person affected, and attacks in the public digital space, when perpetrators act anonymously. The different forms of attack require different support concepts; since 1 January 2017, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has been funding the project "Protection of women and girls against digital violence".

The project and its measures focus primarily on the qualification of the women's support system and the protection of women and girls as the parties affected.

The following measures are to be introduced:

- Development of an online platform.
- Specialist circles; development of new networking structures; concepts for digital self-defence; co-operation with the No Hate Speech Movement.
- Further training; development of advice concept; qualification for online counselling; handout "Wissen kompakt" [compact knowledge].
- Drawing up expert legal reports.
- Continuous publicity and networking work.

## 4. Minimum Standards for the Protection of Persons Living in Refugee Centres in Germany

The "Minimum Standards for the Protection of Persons Living in Refugee Centres in Germany", first developed in 2016, were revised in a highly participatory process. The revised minimum standards, among other things, elaborate more on:

- intersectional discrimination which can have a multiplying effect (i.e., discrimination based on refugee status, age, sex, gender identity, sexual orientation, disability or other status, etc.);
- how the right to participation can and must be realized in the setting of a refugee centre (e.g., resident councils, complaint mechanisms);
- how the centre can and must link to external services and conduct local resource analysis with a view to improved integration; including information about existing consultation and protection



services and multilingual information material, such as the nationwide “Violence against Women Support Hotline (08000 116 016) and “Pregnant Women in Distress Support Hotline (08000 40 40 020), both hotlines offer anonymous and cost free consultation round the clock each day in 18 languages;

- prevention of violence as well as standardized procedures in case of violence;
- CFS (e.g. concept, personnel, activities, work with parents); and
- monitoring and evaluation (added significant content, for example on accountability for monitoring and documentation).

The minimum standards also include two new appendices: one appendix on implementing the standards with a focus on LGBTIQ persons, the second on persons with disabilities.

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

##### Legislative Changes

Indirect action concerning titles and rights.

##### Policy Changes

*New law to strengthening the principle of equal pay for equal work or work of equal value by women and men*

On 6 July 2017, the Act to promote Transparency in Wage Structures between Women and Men (EntgTranspG) has entered into force. The act is based on four pillars:

1. The creation of a clear legal basis for the principle of equal pay and the definition of essential terms.
2. Entitlement to request pay information:
  - Introduction of an individual right to disclosure for up to 14 million private-sector workers, as well as for public-service employees<sup>4</sup>, if the establishment has more than 200 employees.
  - The right to disclosure includes
    - the criteria and procedures for pay-setting (own pay + benchmark pay to which the enquiry refers), as well as
    - the amount of the benchmark pay to which the enquiry refers.
  - Benchmark pay is to be stated as a statistical median of the average monthly gross pay of all employees of the respectively other sex in the same pay grade as the employee requesting the information or of all employees of the respectively other sex performing the respective benchmark activity. The answer depends on whether the employer is bound by a collective pay agreement, or the employer voluntarily applies such an agreement, within the meaning of the Act.
  - The right to disclosure will apply from the 6st of January 2018.
3. Internal company pay reviews:
  - Private-sector employers with more than 500 employees are called on to carry out pay reviews to verify and create equal pay.
4. Obligation to report on pay:
  - Introduction of an obligation to report on equality and equal pay of women and men for employers with as a rule more than 500 employees if they are obliged to file a

<sup>4</sup> Source: Unternehmensregister; Civil servants in the employ of the *Länder* are excluded from the right to disclosure.

<p>management report in accordance with the Commercial Code (Handelsgesetzbuch).</p> <ul style="list-style-type: none"> <li>• Roughly 4 000 companies will be obliged to report regularly on: <ul style="list-style-type: none"> <li>○ the measures for promoting equality of women and men and their impact,</li> <li>○ the measures to establish equal pay, for instance via the applicable pay arrangements and job evaluation procedures.</li> </ul> </li> <li>• The first report should be drawn up for 2016 in 2018.</li> </ul> <p>Other activities</p> <ul style="list-style-type: none"> <li>• Dialogue with social partners to find strategies on a non-legal level against the gender pay gap will continue.</li> <li>• Projects with the German Association of Countrywomen (Sensitisation in the rural regions and trainings for multipliers).</li> <li>• Support for employers with a tool “monitor remuneration transparency” to uncover discrimination within the company.</li> <li>• Equal Pay Day Campaign (since 2008).</li> </ul> <p>Target Group</p> <p>Public and private sector employers, female employees, civil society.</p>
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<p>Objective 4.</p> <p>Achieving balanced participation of women and men in political and public decision-making</p> <p>Other activities</p> <p><i>3rd Gender Equality Atlas for Germany</i></p> <p>The “3rd Gender Equality Atlas for Germany” was published by BMFSFJ in February 2017. It is 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 addresses the enormous regional differences in everyday life of men and women in many aspects of society. The 3rd edition of the Atlas is available as printed brochure and downloadable in German and English. Since June 2017 it is also available as an interactive Online-Map-Tool.</p> <p>Links: <a href="https://www.bmfsfj.de/bmfsfj/meta/en/en/publications-en/3rd-gender-equality-atlas-for-germany/114012">https://www.bmfsfj.de/bmfsfj/meta/en/en/publications-en/3rd-gender-equality-atlas-for-germany/114012</a> for the publication, and <a href="https://www.bmfsfj.de/gleichstellungsatlas">https://www.bmfsfj.de/gleichstellungsatlas</a> for the Online-Map-Tool.</p> <p><i>Women who are interested in (local) politics - Helene Weber Colleague</i></p> <p>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 Colleague. The Helene Weber Colleague builds on the network of the Helene Weber Prize awardees and aims at</p> <ul style="list-style-type: none"> <li>• promoting the exchange among women interested or already active in local politics on a broad basis, independent of political membership, age or family background;</li> <li>• stimulating and disseminate creative campaigns to attract young policy-makers;</li> <li>• getting local politics more visible as an important field of civic commitment for women and motivating them to get involved.</li> </ul> <p>More information: <a href="http://www.frauen-macht-politik.de">www.frauen-macht-politik.de</a></p>
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<p>Objective 5.</p> <p>Achieving gender mainstreaming in all policies and measures</p> <p>Other activities</p> <p><i>Second Report on Gender Equality</i></p> <p>In 2005, Germany adopted a process, in which an experts’ commission reports on Gender Equality in Germany and suggests measures to improve it. These measures are embedded in a framework to</p>
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ensure consistency and target-orientation. In a second step the Federal Government gives a statement on that report. Both influences the political debate and is used in later decision making in the third step until the next report is compiled (once every legislative period). The German Federal Government's First Gender Equality Report was published in 2011, analysing equality policy from a course-of-life perspective. The Second Equality Report expands on this analysis, focusing on transition points such as starting work, getting ahead in one's career, family planning and care for the elderly. Particular attention is paid to structures which can influence decisions at transition points in life, such as the tax system or the education system. The Second Report on Gender Equality was resolved by the Federal Government at 21 June 2017. With this report, the Federal Government also starts to evaluate the implementation of the recommendations of the last report.

Link: <https://www.gleichstellungsbericht.de/de/topic/10.english.html>.

## GREECE

## Objective 1.

## Combating Gender Stereotypes and Sexism

The issue of gender mainstreaming in journalism and the mass media has been emphatically incorporated for the period 2016-2020 through further development of synergies among competent stakeholders from the public and the private sector. After all, the media plays a significant role in perpetuating and challenging social norms that condone discrimination or violence against women. It can objectify women but also showcase strong women leaders and protagonists who can become role models for their audience.

A. The General Secretariat for Gender Equality (GSGE) has been a member of the Council for Social Control at the Hellenic Broadcasting Corporation (ERT) aiming at gender mainstreaming in the structure and the work of the State Radio-Television. In addition, the GSGE has joined the ERT team on the European Project against hate speech in the mass media entitled "Respect Words". Furthermore, the GSGE participates at the Working Group set by the Ministry of Education, Research & Religious Affairs on the implementation of the Project "No Hate Speech Movement" initiated by the Council of Europe.

B. During the Programming Period 2007-2013 (extended until 31 December 2015), the GSGE subsidised the implementation of a project on gender equality in the mass media by the Greek NGO League for Women's Rights as a follow-up of a GSGE public call. The project was co-funded by the GSGE and the European Union and a manual/short guide printed in Greek on gender mainstreaming in journalism and the mass media has been one of the main outcomes of the specific Project.

C. The GSGE has widely publicised in Greece (Target Group: Hellenic Parliament, independent authorities, ministries, regional and local authorities, mass media, research centres, NGOs, as well as all the key social partners) since January 2016 the Geneva Framework on Gender and Media International Development Co-operation; this initiative was praised by the General Secretariat for Information & Communication on 8 January, 2016. (Article in brief on the English page of our website on the internet: <http://old.isotita.gr/en/index.php/news/533>).

It is noted that on the 7 and 8 December 2015 stakeholders including Global Alliance on Media and Gender (GAMAG) members, UN organisations, high-level government representatives, regional and international development organisations, private sector, media organisations and civil society organisations gathered in Geneva to dialogue about the necessity of international development co-operation on gender and media. This meeting was organised by UNESCO in co-operation with the Government of Greece, GAMAG, ITU, UN Women, OHCHR and other UN organisations. Over 200 participants from 65 countries actively engaged in discussions covering subjects and challenges related to media and gender through a series of high-level plenary sessions and thematic round tables.

D. An "Observatory on Gender Equality" has been set up in the GSGE. The flagship project is entitled "Service organisation for the integration, monitoring and evaluation of Gender Equality Policies in all aspects of Public Sector's Actions (Observatory)"; its aim is to support Public Administration and Local Authorities in principle to design, implement and evaluate policies concerning gender equality through detailed gender-segregated data on equality issues (statistics and surveys) deriving from the development and function of relevant tools. The structure of the Observatory is based on the twelve critical areas of concern of the Beijing Platform for Action (BPfA), among which the one on "Women and the Media" is included.

E. Co-operation between the GSGE, i.e. the governmental organisation in charge of equality between women and men in Greece, and the National Centre for Public Administration & Local Government (EKDDA), i.e. the national strategic agent for the development of the human resources of the public administration and local government, has been set up aiming to gender mainstreaming in the curricula and the activities of the EKDDA.

It is underlined that the General Secretariat for Information & Communication, as well as other relevant stakeholders associated with the domain of journalism and the mass media can take advantage of the programmes (seminars, training courses, conferences) offered by the National Centre for Public Administration & Local Administration. (Relevant link from the English page of the EKDDA website on its mission: <http://www.ekdd.gr/ekdda/index.php/en/2012-06-29-09-59-33>).

## Objective 2.

### Preventing and combating violence against women

The GSGE of the Ministry of Interior is implementing since 2010 the "National Programme on Preventing and Combating Violence against Women" which is the first comprehensive and coherent national action plan against gender based violence. This national programme refers to all forms of gender based violence (e.g. domestic violence, rape, sexual harassment, trafficking in women) and is part of the new National Action Plan on Gender Equality 2016-2020 (NAPGE).

Within this programme a network of 62 structures was established and operates for women victims of gender-based violence.

The network includes:

- the bilingual SOS telephone helpline 15900 and the e-mail address [sos15900@isotita.gr](mailto:sos15900@isotita.gr) (both in Greek and English) which operates 24 hours/day and 365 days/year. It is a low-cost helpline, nationwide, confidential and staffed by gender-trained counsellors.
- 40 counselling centres and 21 shelters all over Greece.

The services provided by the above mentioned structures are free of charge and include psychosocial support, legal counseling as well as counseling in labour issues, emergency shelter and, where necessary, legal aid in co-operation with local Bar Associations. In designing and delivering these services, due consideration is given to the need to respond to different social, ethnic and cultural backgrounds, faiths, states of health, etc. Our goal is to empower women victims of violence and help them to regain self-esteem, thus enabling them to make sound decisions for their future, and ultimately gain independence in their jobs and in their personal and family lives.

The tasks of the structures also include networking with local agencies and relevant associations for joint communication and public awareness programme.

The public awareness campaign included relevant seminars, a thematic conference, informational material in several languages (Albanian, English, French, Greek), TV and radio spots, cultural events, publicity on public transport, press entries, a webpage ([www.womensos.gr](http://www.womensos.gr)) and a Facebook page, as well as banners in web pages. Its goal was to promote a zero-tolerance attitude towards VAWG and to widely disseminate information on existing structures and measures regarding the protection of women victims.

Special events (information sessions and conferences) were organised as part of the launching of the

regional infrastructures.

In the new programming period (2016-2020) a new similar awareness campaign will be organised.

Furthermore, the GSGE has secured funding so that the structures and actions of the above mentioned programme will continue to operate.

Counselling services have been expanded to provide labour counselling as well. Furthermore, the Target Group of all services has also been expanded to include, apart from women victims of gender-based violence, also women victims of multiple discrimination (refugees, single parents, Roma, etc.). To this end, to essentially contribute to the refugee crisis, safe accommodation is provided to refugee women victims of violence or to refugee women at serious risk of gender-based violence and to heads of single parent families with their children.

Training seminars will be implemented for the staff of all the structures. The basic services such as hospitality, psychosocial support, legal counselling and legal aid provided by the counselling centres and shelters and the Helpline SOS15900, will continue to be provided in Greek and English. Information material has been created in co-operation with the UNHCR for women refugees and migrants relevant to the services provided in English, Farsi, French, Kurdish, Sorani and Urdu. Furthermore, information on the existence and operation of the SOS 15900 Helpline has been periodically published to the immigrants' press. For the needs of refugee women, a register of translators and interpreters for languages other than English has been created to serve refugee and migrant women in co-operation with the Centre for Research on Gender Equality (KETHI).

The priorities of the NAPGE regarding violence against women also indicatively include:

- Training of hospital and social services staff in order to identify victims of violence and trafficking and address their situation appropriately. Also, training and awareness raising among police and prison officers on gender issues and special needs of women, including immigrant women.
- Establishment of a new department to the GSGE for women who are dealing with multiple discrimination, including immigrant women.
- Planning for the adoption of a unified Law on Violence against Women and in line with CEDAW recommendations addressing violence at work and violence in society (including prostitution, trafficking, cyber-bullying, female genital mutilation and other forms of gender-based violence), which also affect migrant women, as they often face forced labour, domestic violence and trafficking for labour exploitation.

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

In the New National Action Plan on Gender Equality 2016-2020, the following actions are planned:

- Provision of free legal aid services in co-operation with Bar Associations, to women victims of gender based violence.
- Training and awareness-raising seminars for judges, police officers, civil servants, teachers.
- Reforming curricula of the Judicial School by including courses on domestic violence.
- Strengthening the thematic area of violence against women in the training of police schools.

### Objective 4.

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

The participation of women in decision making remains a separate priority axis in the new National Action Plan for Gender Equality 2016-2020 (NAPGE). More specifically, the objectives and measures

considered are the following:

- Acceleration of equal participation of women in all areas of public and professional life, particularly in decision-making positions in parliament and in local/regional government. The proposed measures relate to legislation and institutional interventions to enhance the effectiveness of quotas, study on operation and impact of existing quotas (gender impact assessment), creation of an online catalogue and database of women MPs that have emerged in governmental positions of responsibility since the foundation of the Greek State.
- The elimination of discrimination against women and ensuring gender equality in political and public life, with promotional activities and publicity of the Convention, the Optional Protocol and the CEDAW Committee General Recommendations, the integration of the gender dimension in standing orders, information and awareness for democratic parties to implement interventions and action plans increasing the participation of women, enrichment of the media agenda with issues of gender equality and awareness in sexism in politics.
- Policies for the balanced participation of women in elections. The proposed measures are: information and awareness campaign to increase women's participation in local/regional elections (2019), the creation of networking and collaboration platform for enhancing women's participation in local and regional government, information and awareness campaign to increase women's participation in elections to the European Parliament (2019).
- Development of the capacity and skills of women to actively participate in processes and decision making and in leadership positions with measures such as: training programmes; strengthening and development of elected women's skills and candidates for local and regional elections (2019), and election to the European Parliament (2019); strengthen women's/feminist organisations for their active participation in the empowerment of women and special groups of women (implementing mentoring programmes, implementation of training programmes and empowerment of young women); and the creation of networks of women (elected networks, elected in positions of responsibility, experts, etc.).
- A special application [posostosi.isotita.gr](http://posostosi.isotita.gr) was created within the GSGE website in order to monitor the implementation of gender quota legislation regarding the composition of the administrative collective bodies of the public sector.

In general, it should be mentioned that the GSGE expects to find funding through co-operation with actions and programmes of other institutions (or Ministries) – selected on the basis of potential synergies. Many of the actions included in the National Plan on Gender Equality 2016-2020 are expected to be linked with the Partnership Agreement for the Development Framework 2014-2020, which originates from the European Structural and Investment Funds (ESIF).

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

- The GSGE elaborated and submitted a draft law entitled "Law for Substantive Gender Equality", which regulates gender mainstreaming among public institutions. It includes provisions about the establishment of a National Gender Equality Council as an advisory mechanism and a Gender Equality Unit in every ministry.
- 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.
- The GSGE has developed a website on the Legislation 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 GSGE participates as a permanent member in the Social Control Council of ERT (Hellenic Radio & TV) and co-ordinates the "Discrimination, Gender Equality, Citizens' Rights" committee.
- From January to May 2017, the GSGE participated in the "Educational Thematic Week: Body and Identity" with presentations on gender equality and stereotypes in secondary public schools (organised by Ministry of Education - Institute of Educational Policy).
- The GSGE has a partnership agreement with the National Centre for Public Administration and Regional Administration for the provision of educational training in gender issues to public servants, as well as with the Institute for Educational Policies (Ministry of Education), in order for gender perspective to be included in primary and secondary education.
- The GSGE, in partnership with the Ministry of Education, launched competitions specifically designed for students of all educational levels concerning gendered toys, gender and environment and gender-based violence (school/academic years 2015-2016 and 2016-2017).
- A Committee for the Promotion and Monitoring of gender equality policies in local and regional government was formed under the initiative of the GSGE with the main goal of contributing to the upcoming reform of the Kallikratis Law (the Law generally defines the framework of the Greek local and regional structures). The Committee's interventions will be towards mainstreaming the gender perspective in local and regional policies.
- Initiatives on promoting gender equality and combating stereotypes through the mass media are included in the National Action Plan on Gender Equality 2016-2020.
- Initiatives on gender equality promotion in formal, informal and lifelong education are also included in the National Action Plan on Gender Equality 2016-2020.
- Health has been included in the National Action Plan on Gender Equality 2016-2020 as a distinct policy area. The objectives set are:
  - i. integration of a gender perspective in healthcare policies;
  - ii. elimination of gender stereotypes in health and health services;
  - iii. health issues for special population groups (older women, refugee women, women with disabilities, etc).

In general, it should be mentioned that the GSGE expects to find funding through co-operation with actions and programmes of other institutions (or Ministries) – selected on the basis of potential synergies. Many of the actions included in the National Plan on Gender Equality 2016-2020 are expected to be linked with the Partnership Agreement for the Development Framework 2014-2020, which originates from the European Structural and Investment Funds (ESIF).

#### Additional comments:

With regard to the recent refugee crisis, the GSGE currently undertakes the following actions:

- Co-ordination of all competent entities for the identification, referral, accommodation and provision of counselling services to refugee women, victims or potential victims of violence and their children, through the establishment of a project co-ordination group and the signing of a co-operation protocol.
- Provision of services to refugee women, victims or potential victims of violence and their children through the National Network of Structures for the Prevention and Combating of Violence Against Women (40 Counselling Centres, 21 Shelters, 24-hour SOS 15900 helpline)
- Co-operation with the Hellenic Agency for Local Development and Local Government in order to keep and update a database for refugee women, victims or potential victims of violence and their children, who are hosted by the Network's structures.
- Co-operation with international institutions, international or national civil society



organisations for the implementation of European or national projects and interventions in favour of refugee women.

- Adoption of common actions with the United Nations Refugee Agency in Greece for the protection, temporary accommodation, provision of information and support to refugee women and children who are in danger, victims of violence or multiple discrimination.
- Planning of and participation in training programmes for professionals of the field (public or regional administration officers, experts, etc).
- Planning of public awareness campaigns and actions regarding refugee women, in co-operation with local government institutions.
- Implementation of cultural events with the participation of refugee women.
- Providing information about the action undertaken on GSGE website.
- Frequent visits by the GSGE staff to refugee shelters (the relevant information leaflet is also available in English in <http://www.isotita.gr/en/publications/>).

## HUNGARY

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Other activities

According to the Report on the Implementation of the OECD Gender Recommendations (2017) Hungary has taken steps to combat gender stereotyping at school. In 2013, textbooks were revised for grades 1 to 8 to ensure that students are not exposed to stereotypes and develop awareness of gender equality. Examples of new materials include: a revision of biology textbooks to illustrate the role of women in science by demonstrating the works of female scientists; the representation of women who were successful in their fields of work in a career section in the physics textbooks; and discussions of the gender equality issues and the historical background of the change in the traditional roles of women in history textbooks.

## Objective 2.

## Preventing and combating violence against women

## Other activities

The Government of Hungary is committed to eliminating violence against women therefore it has widened the forms of victim support services with the help of a 3 billion HUF development fund from which the following three tenders were issued:

The *'Development of crisis management services'* tender was issued in September 2016. In order to reduce domestic violence and handle the problems as soon as possible there is a need for a specialised service, which ensures psychological and legal advice, as well as the help of social workers. The aim of this tender is to provide a helpline, crisis intervention, mental health support and to help the victims coming out of the crisis situations. The National Crisis Management and Information Telephone Service will gain human capacity as well as technical development from this fund. The training of professionals belonging to the child protection warning system is another issue that contributes to the quick access to assistance for the victims of domestic violence.

The *'Safe Shelter'* tender was issued in February 2017 and aims to widen the system of crisis centres which provide protected accommodation and complex services for the victims. Widening the system of halfway houses helping social reintegration of victims and providing ambulances, as well as giving information to them about where to ask for help and what rights they have, is a crucial part of the tender.

The *'Family Friendly Country'* tender was issued in February 2017 and aims to do a complex awareness-raising campaign and a representative survey regarding the tendencies of domestic violence as well as preparing information materials.

A tender with an allocation of 126 million HUF was issued at the end of 2016, which provides resources for the crisis centres to purchase rescue vehicles or other tangible or informational devices.

## Objective 5.

## Achieving gender mainstreaming in all policies and measures

## Policy Changes

The new daycare system of children under the age of 3 introduced from 1 January 2017 is more flexible, differentiated and gives women with small children assistance with the new demand-driven forms of daycare services (nursery, mini-nursery, in-office nursery, family nursery and daily

childcare). The government provides a budgetary support of 14 billion HUF for children's day care services in 2017. From 2018 on, those municipalities with above 10 thousand inhabitants must ensure the daily care of small children, where the number of children under the age of 3 is more than 40, or in case if this number is lower, but at least five parents with small children indicate their demand for the service.

New measures are introduced from October 2017 to improve the access to infertility treatment procedures under compulsory health insurance. If at least one child is born as a result of five embryo implantation procedures or as a result of artificial sperm intake, then there are a further four interventions available at the expense of the Health Insurance Fund. The support of medicinal products is improving also; the so called gonadotropins when used in designated institutions are available with a drug subsidy of 90% instead of 70% during the treatments.

#### Other activities

The *"Support of family and women associations"* tender was issued in December 2016 aiming to back those associations that promote gender equality and economic empowerment of women with organisational development, specialised trainings and participation on international forums. The tender provides altogether 28 million HUF for the associations to reach this purpose.

'Woman is the chance' is the title of a programme with an allocation of 7.5 billion HUF which started in April 2017 to foster the education and employment of two thousand Romani women. In the first part of the programme, social caretakers, nurses and social assistants will be trained in social, child welfare, child protection and educational institutions. As the second component of the programme, the state, church organisations or foundations can get support for the employment of Romani women. The tender is open until April 2019.

The government issued a tender of 14 billion HUF in June 2017 with the title of 'Women in Family and at Workplace' in order to improve the employment situation of women. In the framework of this tender, those projects will be supported that contribute to the flexible employment of women as well as to the reconciliation of work and private life. Beside that, Women's Information and Service Centres will be established nationwide where women can get support to reconcile work and family life. Local self-governments and NGOs, churches or other associations can apply for this tender together until June 2019, a consortium can get a financial support of 150-200 million HUF.

There will be a conference organised on 21 September 2017 by the Ministry of Agriculture, the Hungarian Women's Union and the Hungarian Agricultural Publishing Ltd. with the title Women for the Future. The aim of the event is to show the situation of women taking part in building the sustainable society of the future with a special emphasis on rural women and women in the agricultural sector.

## ICELAND

**Objective 1.  
Combating Gender Stereotypes and Sexism**
**Policy Changes**

Parliamentary resolution on the 2016-2019 Gender Equality Action Programme was passed by the parliament in September 2016. The resolution is available [here](#). This was the sixth resolution adopted on such a programme since 1986. The action programme outlines 21 actions to be implemented during the said period. The programme is divided into sections, each addressing a different thematic area/focus.

**Action 11: Gender and media**

According to the programme, there is an action pertaining to access and representation of men and women – boys and girls – in the media.

Action 11 includes the following:

- a. Examining access of women and men to various types of media.
- b. Examining whether and then how media representation and/or portrayal of women and men is influenced by gender stereotypes.
- c. Examining the extent and nature of gender-based 'hate speech' in the media.
- d. Developing a policy pertaining to media and awareness-raising in the media based on the findings of the survey.

Time-frame: 2016-2019.

Estimated cost: ISK 4 million.

Responsibility: Ministry of Education, Science and Culture.

**Action 15: Gender Equality in Education and Action 18: Men and Gender Equality**

The educational policy which appears in the National Curriculum Guide for elementary schools is based on six fundamental pillars: literacy, sustainability, health and welfare, democracy and human rights, equality and creativity. Still, learning about gender equality and women's rights is not mandatory while there have been different programmes in different schools. As such, the introduction of the history of women's rights and gender equality is not systemic that in turn tends to create uneven awareness and waves of "backlash".

The Minister of Education has supervision role over the following actions which are to be implemented by the respective educational institutions. The actions are:

- a. Increasing gender-equality education on all levels of the educational system, with emphases including equal access to enter vocational training. (See under other activities campaign targeting gender stereotypes and vocational / technical training).
- b. Equalisation of participation by the sexes in the social life of upper secondary schools.
- c. Establishment of collaboration with the gender equality committee of the Icelandic Teachers' Association on methods of increasing gender-equality awareness-raising work at the pre-school, compulsory school and upper secondary school levels.
- d. Increasing collaboration between the gender equality officers of Icelandic higher education institutions (university level) through annual educational meetings organised by the ministry.
- e. Carrying out a study of the situation with regard to gender equality awareness and practice in the higher education institutions (university level).
- f. Drawing up an action plan against discrimination and stereotypes in the academic community.

Action 18 includes the following two out of five actions:

- c. Examination of the effect of stereotypes and concepts of masculinity on boys' choice of studies and careers.
- e. The Ministry of Education, Science and Culture, the Ministry of Welfare and the Association of Local Authorities in Iceland are to prepare and launch a special campaign aimed at increasing the number of men in care-giving and teaching positions on the basis of the action programme on breaking down gender divisions on the labour market.

Time-frame for both: 2016-2019.

Estimated cost for Action 15, total of ISK 7.5 million, and for Action 18, ISK 3 million each year.

Responsibility: Ministry of Education, Science and Culture.

#### Other activities

The Federation of Icelandic Industries in co-operation with the umbrella organisation of vocational and technical schools initiated a campaign titled "Women's Jobs" which has as its aim to counter stereotypes in the field of certain trades or crafts such as software and computer industries and plumbing which traditionally appeal more to boys than girls. Related to action point 15.a. Campaign website is [here](#).

Iceland participated in the EU led campaign conducted in the 27 EU countries, Iceland and Norway under the slogan Break gender stereotypes, give talent a chance. The aim of the initiative is to assist small and medium size businesses in Europe to maximise employees' potential, and boost both productivity and competitiveness, by going beyond gender stereotypes. Campaign website in English is [here](#) and campaign posters in Icelandic [here](#).

Sexism conveyed through hate speech targeting women (feminists in particular) is the concern of article 233 (1) of the General Penal Code prohibiting hate speech and incitement of violence. The shortcoming, however, is that the article does not include sex per se as basis for publicly mocking, defaming, denigrating or threatening a person or a group of persons (the basis are nationality, colour, race, religion, sexual orientation or gender identity). Still, the police has in recent years dealt with cases concerning hate speech on the grounds of, among other things, sexual orientation and gender identity, the Metropolitan Police have appointed a specialist to increase the capacity to deal with hate speech, and the Government made a contract with the Icelandic Centre for Safer Internet to co-ordinate the project in wide co-operation with youth councils and various NGOs in the youth sector. The goal of the project is mainly to raise awareness.

#### Target Group

Media, educational institutions, employers, young women and men.

#### Objective 2.

##### Preventing and combating violence against women

#### Policy Changes

Recently, there have been intensive public discussions on matters related to violence and sexual abuse. The criminal justice system has been criticised for not dealing with these cases in an appropriate manner. This on-going criticism has led to several changes being made to the legislation and practice.

In September 2017, Parliamentary resolution on the 2016-2019 Gender Equality Action Programme was passed by the parliament in September 2016. The resolution is available [here](#).

Action 13: A collaborative project involving three ministries on measures against violence.

The Ministry of Welfare will be in charge of a collaborative project involving three ministries on measures against violence and its consequences. The aim of the project is to improve collaboration and procedures in preventive measures against violence and to enhance collaboration on the investigation of cases involving violence. In addition to addressing collaboration between institutions, emphasis will be placed on collaboration with non-governmental organisations.

The project will include the following:

- a. Instituting nation-wide consultation aimed at improving collaboration and procedures in preventive measures against violence and enhancing collaboration on the investigation of cases.
- b. Preparing, within the context of national consultation, a four-year action programme.
- c. Increasing police capacity and skills to respond when violent crimes are reported so as to ensure quick and competent handling of cases.
- d. Increasing education and training within the law-enforcement system.
- e. Enhancing the capacity of the welfare system to provide positive support and protection for the survivors of violence.
- f. Providing assistance to the perpetrators of violence so as to have them face up to their problems and tackle them in order to reduce the incidence of violence.
- g. Increasing educational and preventive activities based on research and professional knowledge.

Time-frame: 2016-2018.

Estimated cost: ISK 4 million.

Responsibility: Ministry of Welfare.

Ministerial Declaration of Co-operation to combat violence and its damaging consequences:

In March 2017, four ministers (Health, Justice, Social and Equality, and Education and Culture) signed a declaration of co-operation to combat violence. The declaration constitutes a renewal of the commitment of the previous government from 2014 (see previous report) including to continue the mandate of a special task force established in 2015 to develop an action plan to combat violence including by means of improved national and local co-ordination while investigating cases. The draft 2018-2021 action plan addressing prevention, provision and protection for all forms of violence and prepared by the task force is scheduled for approval by parliament in the fall of 2017.

Improved services to survivors of violence

In March 2017, a new centre in the capital city of Reykjavik providing immediate, comprehensive assistance to survivors of violence (one-stop-shop) was opened in co-operation between the Icelandic Government (Ministry of Social Affairs and Equality and Ministry of Justice), the City of Reykjavik, the Reykjavik Metropolitan Police and several NGOs. The news report is available [here](#). The centre is based on the *Family Justice Centers* operated in the USA and provides men and women, elderly people, persons with disabilities and victims of sexual trafficking with services. It also provides assistance to children who witness domestic and intimate partner violence which will complement the services provided by Barnahus (The Children's House) established in 1998, for the co-operation and co-ordination of entities responsible for the investigation and handling of cases concerning sexual violence against children. The services of Barnahus are now also available for children who are victims of serious domestic violence. In addition, the Women's Shelter in Reykjavik offers shelter to suspected female victims of human trafficking while their cases are under investigation and specialists from welfare services offer counselling and support. In conjunction with services to violence survivors, psychological counselling is offered to sexual and domestic violence offenders/perpetrators according to a contract between the Ministry of Welfare and a group of psychologists in co-operation with the municipal social services.

These latest developments build upon and complement the 2013 pioneering policing model on dealing with domestic abuse which is currently being introduced and implemented in all police district, referred to as the *Keep the Window Open*. The model aims at improving procedures in dealing with cases of domestic violence in order to ensure safety in the home, improve services for victims and offer treatment to offenders. It is also intended to improve the position of children in violent households and place a special focus on providing services to immigrant women and victims with disabilities. Following the pilot in 2013, the number of cases in which the offender is removed from the home has risen as well as the number of restraining orders issued. Furthermore, a working group has been established to make suggestions on improvements within the criminal justice system when dealing with sexual offences.

2017-2021 Policy and Action Plan on Persons with Disabilities was adopted by parliamentary resolution in the spring 2017. Action point D.4 pays special attention to the issue of violence against persons with disabilities, notably women. New educational material for staff working with disabled people has been produced, funding for publishing material on sexual education for disabled people has been provided and additional funding was provided for The Counselling Centre for victims of Sexual Violence for the procurement of an expert on the matters of disabled people. In June 2016, additional funding was granted to Barnahus (The Children's House) to improve the services for disabled children where there is a suspicion of violence. The abovementioned action plan will address further the issue of violence against disabled women and children and thereby addresses the critical points from the UN Human Rights Council 2016 periodic review as reformulated in the reply of the Icelandic government: "The strongest criticism received in this process, concerned the situation of persons with disabilities, i.a. persons with mental health problems. In particular, concerns were raised that the process of CRPD ratification was slow and that the situation of these groups under the current domestic legislation needed improvement. Consequently, these matters are thoroughly addressed in this report and all comments have been communicated to the relevant authorities."

#### Other activities

The national committee of UN Women in Iceland launched the awareness and fundraising campaign, Fokk ofbeldi (Fuck violence) in February 2017 in association with the UN initiative *Safe Cities Global Initiative*. The campaign focused on the threats to women's human security in public spaces worldwide including Iceland and its negative implications for women's freedom of movement, and thereby their access to education, employment, services and cultural, political and social activities. The front figures of the campaign were mostly young celebrities, both men and women, wearing a hat with the letters FO referring to the slogan of the campaign and sold as to raise funds. Information about the campaign can be found [here](#).

The annual 16 days campaign combating violence against women from 25 November to 10 December united as previous years various human and women's rights NGOs to raise awareness around the issue, using social media as a common platform such as the Facebook site 16 Dagar (16 days) – see [here](#).

The [Root](#) – Association on Women, Addiction and Mental Health – has been critical of treatment of women with addiction related problems and lack of awareness and corrective action in case of sexual harassment of girls and women during treatment both of which puts the security of women and girls and their mental wellbeing at (further) risk.

#### Target Group

The judicial and law enforcement system, social services, health system, non-governmental service

providers involved in violence prevention and protection

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

##### Legislative Changes

No change. Under the Procedural Law and the General Penal Law, survivors of sexual abuse are entitled to have a lawyer appointed as their legal advocate free of charge. In cases where the survivor is below the legal age of 18 years, appointing such an advocate is mandatory. The role of the legal advocate is to assist survivors during the investigation and the trial phase including preparing and presenting reparation claims to the prosecution and follow upon these.

Individuals can seek financial assistance from the state to cover the cost of legal fees given that they meet certain conditions, e.g. (1) low income and/or (2) the gravity of the legal case for applicant's employment status, social standing or other private circumstances of the applicant.

##### Target Group

Individuals with low income or in otherwise vulnerable position

### Objective 4.

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

##### Legislative Changes

No changes since last reporting period. 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.

##### Other activities

The political participation of women has become the norm across the spectrum. This has been achieved without electoral gender quotas. However, the establishment of the Women's List in 1983 was a key factor in moving gender equality issues from the women's rights movement into the formal political space and on the political agenda after the candidates of the party got elected into parliament and began to influence parliamentary discussions and hearings by means of issuing bill of laws and parliamentary resolution. In 1999, the Women's List emerged into other political parties. However, by serving as a watch dog and influencing from within, other political parties began to address gender equality issues more seriously, among other things to mitigate the risk of losing the votes of its women constituents over to the Women's List. Following the election to parliament in October 2016, 48% of parliamentarians are women and 43% in local governments. Among ministers, 36% are women.

##### Target Group

Public employers, women and men

### Objective 5.

#### Achieving gender mainstreaming in all policies and measures

##### Legislative Changes

The legal basis for Gender Budgeting was established by amending two laws:

- the Act on Equal Status and Equal Rights of Women and Men.
- the Budget Law, article 18. Entered into force 1 January 2016.



### Policy Changes

Parliamentary resolution on the 2016-2019 Gender Equality Action Programme was passed by the parliament in September 2016. The resolution is available [here](#).

#### Action 5. Mainstreaming of gender-responsive and gender equality considerations.

In collaboration with the Centre for Gender Equality and under the leadership of the Ministry of Welfare, the gender equality officers appointed in each ministry are to draw up a comprehensive four-year schedule on the mainstreaming of gender-responsive and gender equality considerations in the policy-making and decision-taking of the ministries and government bodies. A task force is to be formally appointed to handle this task and hire an employee. The plan is to take account of the projects that have already been carried out involving the mainstreaming (inclusion) of these considerations in the ministries, including those that took place in earlier government gender equality action programmes and plans for gender-responsive economic management and budgeting.

The schedule should include the following.

- a. Proposals on the mainstreaming of gender-responsive considerations in the operations of the ministries and government bodies.
- b. Proposals for projects within the range of issues addressed by each ministry as experimental projects in the first year, followed by new projects each year.
- c. Proposals on a check-list on equality issues to be included with governmental bills and the introduction of a procedure for assessing gender equality.
- d. Proposals on the use of already-available data that has been analysed for its gender-equality implications as a tool in policy-making and decision-making. Identification of those areas where the provision of regular information is less than satisfactory, with steps taken to remedy the situation.

Time-frame: 2016-2019.

Estimated cost: ISK 4 million for execution of projects in addition to an expert's salary.

Responsibility: Ministry of Welfare.

#### Action 6: Gender-responsive economic management and budgeting.

In addition to the legal amendments following a pilot project on gender budgeting in 2005 and implementation in 2009, gender-responsive economic management and budgeting is to be continued in accordance with the 2015-2010 plan. The Ministry of Finance and Economic Affairs is to be responsible for the work, which shall be under the direction of the steering committee consisting of appointees from all the government ministries and a representative of the Centre for Gender Equality, supported by the project manager hired part time. An account of the status of the projects shall be given in the draft budget legislation every year. The project manager hired under the plan shall make proposals on monitoring of the integration plan by means of evaluation criteria for all the government ministries and collaborate closely with the steering committee on the inclusion of gender-responsive and gender equality considerations.

Time-frame: This is an ongoing project.

Estimated cost: Salary of an expert in a 50% position.

Responsibility: Equality officers of the ministries; Ministry of Finance and Economic Affairs.

#### Background:

During the gender budgeting pilot period, the focus was on information gathering and planning as to prepare the work. 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 17 projects and the results were presented in the 2012 state budget proposal. The pilot projects lead to increased knowledge and know-how in gender budgeting and some of them lead to change in work processes and decisions. A three year implementation plan for 2011-2013 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 of law 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 June 19th 2015 – the 100 years anniversary of women’s suffrage in Iceland. The focus is on integrating gender budgeting in the decision making process per the 2016-2019 Gender Equality Action Programme. 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.

#### Other activities

Starting as a pilot project in 2009, with the support of the Icelandic Foreign Ministry and formally becoming part of the United Nations University (UNU-GEST) in May 2013 with the signing of a tripartite agreement between the Icelandic Ministry for Foreign Affairs, the United Nations University, and the University of Iceland, the Gender Equality Studies and Training Programme (UNU-GEST) aims to promote gender equality and women’s empowerment in developing countries and post-conflict societies through research and education. It achieves its objective mostly by investing in professionals working for government and civil society organisations in countries undergoing reconstruction and/or transition from armed conflict to peace, from autocracy to democracy, and increasingly students from these countries as well. The priority countries are the same as those the Icelandic Government has and is already providing development (and humanitarian) assistance to including Afghanistan, Malawi, Mozambique, Palestine and Uganda. The students are nationals of these countries. The GEST programme engages both Icelandic and foreign scholars and practitioners as teachers/trainers, and constitutes an important component of Icelandic government’s development aid and co-operation efforts, delivering what Iceland has to offer as a comparative advantage, e.g. experience and expertise when comes to promote and realise women’s rights and gender equality, why and how. More information about the GEST [Programme can be found here](#).

#### ADDITIONAL COMMENTS

##### Legislative Changes

On 1 June 2017, the Act on Equal Status and Equal Rights of Women and Men was amended to legally introduce the Equal Pay Standard. See the amendment [here](#) in Icelandic.

See Action 8 in the 2016-2019 Gender Equality Action Programme on Gender equality on the labour market and equal pay that focuses on introducing and implementing the Equal Pay Standard, ÍST-85:2012, including competing necessary regulations 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.

## IRELAND

Objective 1.  
Combating Gender Stereotypes and Sexism

Policy Changes

The National Strategy for Women and Girls 2017-2020 includes actions to address the gender pay gap, the higher percentages of women in low paid and precarious employment, the higher risk of poverty experienced by lone parents, the need to ensure the availability of affordable childcare, the continuing occupational segregation of women and the lower rates of female entrepreneurs. The Strategy proposes to support mothers in paid employment by extending the family leave entitlements available to parents of young children and by implementing a new national scheme of financial support for parents towards the cost of childcare.

A series of measures are proposed to address the gender pay gap. These will include the introduction of wage surveys to be undertaken by companies with more than 50 employees and the development of practical tools to enable companies to calculate and to address the gender pay gap.

Female entrepreneurs will be supported through a series of funding programmes and through networking opportunities at local level.

The situation of disadvantaged working women will be addressed through the increase in the national minimum wage, the introduction of legislation to regulate precarious work and through the introduction of a new Working Family Payment.

Measures are proposed to enhance access to education and training opportunities, particularly for lone parents and for socially excluded women living in poverty.

A National STEM Education Policy Statement will be developed to promote greater uptake by girls of science, technology, engineering and mathematics subjects. A review will also be undertaken aimed at identifying how female participation in apprenticeships can be improved. The aim is to widen the opportunities available to girls and to reduce occupational segregation of women.

With the aim of ensuring that pension policy takes account of women's differing work patterns, future pension policy reforms will be gender proofed to assess their impact on women as well as men.

Government Departments, State agencies and partners are already committed to:

- Reviewing the level and trend in female participation in apprenticeships in 2018 and implementing the National Skills Strategy 2025, the ICT Skills Action Plan 2014-2018 and the Action Plan to expand Apprenticeship and Traineeship 2016-2020. They will also review guidance services, tools and careers information for school students and adults and recommend changes to improve the services available.
- Ensuring access to further and higher education is not determined by gender, socio-economic disadvantage, etc., by implementing the National Plan for Equity of Access to Higher Education 2015-2019 and Further Education and Training Strategy 2014-2019.
- Placing an emphasis on female labour market participation and female entrepreneurship by implementing the Action Plan for Jobs and the Pathways to Work Programmes.
- Enhancing career progression for researchers and initiatives currently in place to improve participation of women in research and innovation activities through Innovation 2020: national strategy on research and development, science and technology.

- Promoting female entrepreneurship, a topic of importance in the mid-term review of the National Policy Statement on Entrepreneurship in Ireland.
- Promoting female entrepreneurs living in rural Ireland by implementing the “Realising our Rural Potential” Action Plan for Rural Development.
- Implementing the National Youth Strategy, the overall aim of which is to enable all young people to realise their maximum potential by respecting their rights and hearing their voices while protecting and supporting them as they transition from childhood to adulthood. A key principle ingrained in the strategy is to ensure an equality perspective is integrated into all policies and practices.
- Implementing the Action Plan on School Age Childcare (March 2016) which highlighted the importance of after-school childcare for continued growth in female labour market participation.
- Implementing the White Paper on Defence 2015, which addresses both the current gender imbalance in the Defence Forces and our commitment to include a gender perspective in our approach to defence policy, planning and operations.
- Implementing the Framework for Action for One World, One Future, Ireland’s policy for international development.

## Objective 2.

### Preventing and combating violence against women

#### Legislative Changes

**Policy Changes** The National Strategy for Women and Girls 2017-2020 proposes a multifaceted approach to the issues needing to be addressed under the objective of combating violence against women. It will involve actions to raise awareness, to provide increased protections for victims and to tackle new issues.

It is expected that the Istanbul Convention will be ratified in the first half of 2018. Action to combat domestic violence will be undertaken within the framework of the Second National Strategy on Domestic, Sexual and Gender-based Violence. A national awareness-raising campaign will run annually for a six-year period, which commenced in 2016, to raise awareness among the general public and to highlight for victims the options available to them to seek protection in relation to domestic and sexual violence. Legislative reforms will be undertaken to provide enhanced protections for women experiencing domestic violence. Legislation is also proposed to protect victims of crime and against sexual offenders. The government will continue to work with NGO’s and with the National NGO Observatory on Violence Against Women on this issue.

The strategy will involve the commencement of the provisions of the Criminal Law (Sexual Offences) Act 2017 that have not already been commenced. These include provisions intended to reduce for alleged victims of sexual offences the trauma associated with the criminal process and a section on harassment orders. The strategy also proposes to introduce a new offence to tackle revenge pornography.

Government departments, state agencies and partners are already committed to:

- Implementing the Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021.
- Implementing the recommendations of the Internet Content Advisory Group 2014 which highlights the potential effects of online content on teenage girls, and cyberbullying more generally.
- Implementing the Second National Action Plan to Prevent and Combat Trafficking in Human Beings 2016 which outlines 65 actions to combat this heinous crime, primarily affecting women and young girls.

#### Other activities

##### *Manuela Project*

This project aims to develop, deliver and evaluate the impact of the Manuela Programme (MP) as a national educational tool for young people. It is a comprehensive, evidence informed education programme particular to sexual violence prevention targeted at 15-17 year olds. The Manuela Riedo Foundation Ireland (MRFI) in collaboration with 16 Rape Crisis Centres (RCC's) around Ireland and the Rape Crisis Network Ireland (RCNI) developed this programme. Evaluation of the MP is an integral part of the delivery. The project is informed by "Better Outcomes, Brighter Futures", five national outcomes for children and young people, and the obligations under the Second National Strategy on Domestic, Sexual and Gender Based Violence to "Change societal attitudes to support a reduction in domestic and sexual violence".

#### Target Group

The Programme will be rolled out across Ireland in school/educational settings targeting transition year (TY) students, aged between 15-17 years. Anti-discriminatory and anti oppressive practices will be engendered by the facilitators to ensure inclusion of specific groups, particularly Traveller and New Communities.

#### Objective 4.

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

#### Legislative Changes

The Electoral (Amendment) (Political Funding) Act 2012 introduced provisions to encourage the selection of a greater number of women candidates at Dáil general elections. Section 42 of that Act provides that qualified political parties will face a reduction of half of their State funding under the Electoral Acts if they do not have at least 30% women and 30% men candidates at the next Dáil general election – the election in question took place in February 2016. This will then rise to 40% after seven years.

In line with Action 4.5 of the National Strategy for Women and Girls 2017-2020, to encourage greater female representation in politics, the Department of Housing, Planning and Local Government have begun the process of engagement with appropriate stakeholders with a view to promoting and assisting female candidates, and to investigating potential supports to promote the participation of women in the 2019 local government elections.

#### Target Group

Women candidates at Dáil general and local government elections

#### Policy Changes

The priority of the National Strategy for Women and Girls 2017-2020 is to advance women's leadership in a wide range of areas – in politics, state boards, corporate boards, the civil service, diplomacy, local communities, the youth sector and in sport. The aim is to ensure women's full and effective participation in, and equal opportunities for, leadership, at all levels.

The strategy will provide renewed impetus for action to ensure that all state boards achieve the 40% target for representation of women and men. Where the 40% target has been reached, ministers and nominating bodies will be encouraged to move to a 45% target aimed at achieving gender parity in state board representation.

The strategy will be the framework for measures to increase the participation of women on corporate boards which will begin with a review of the current situation to identify

recommendations for change.

Action will be taken to increase the participation of women in local government and to support women to have greater visibility in decision-making at community level.

In view of the historic under-representation of Traveller and Roma women in leadership positions, measures will specifically be taken to provide greater opportunities for Traveller and Roma women to participate in leadership, including in the community and voluntary sector.

Government departments, state agencies and partners are already committed to:

- Implementing actions under the Civil Service Renewal Plan to increase gender balance at senior levels in the Civil Service. This includes new 50/50 targets agreed by Government for senior level appointments and the stipulation that, where two candidates for an Assistant Secretary position are deemed of equal merit by the Top Level Appointments Commission (TLAC), priority would be given to the female candidate where women are under-represented on the management board of the department/office in question. The measures proposed by the Civil Service Management Board (CSMB) and agreed by Government also extend a range of supports for staff at all levels. These will include: supporting women during and after maternity leave; extending flexible working; increased mentoring and focus on career development; raising awareness of gender inequality and unconscious bias; and monitoring trends as we progress towards a more equal workplace. The CSMB has also agreed on a statement of objectives and guiding principles which will guide the CSMB, HR managers and Departments/Offices in taking forward this work.

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

###### Legislative Changes

Section 42 of the Irish Human Rights and Equality Commission Act 2014 provides for a positive duty on public bodies. Public sector bodies are required, under law, to have regard to the need to eliminate discrimination, promote equality of opportunity, and protect human rights in carrying out their functions. This is an important development in Irish equality and human rights legislation and presents a valuable opportunity to public sector bodies.

Section 42 of the Irish Human Rights and Commission Act 2014 provides:

*42. (1) A public body shall, in the performance of its functions, have regard to the need to—*

- a) eliminate discrimination,*
- b) promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and*
- c) protect the human rights of its members, staff and the persons to whom it provides services.*

Section 42 of the IHREC Act 2014 sets out three core steps to be taken by public bodies.

1. In preparing strategic plans public sector bodies must assess and identify the human rights and equality issues that are relevant to their functions. These issues must relate to all of its functions as policy maker, employer and service provider.

2. Public bodies must then identify the policies and practices that they have in place or that they plan to put in place to address these issues.

3. Finally, in their annual reports, or similar documents, they must report on their achievements or developments with regard to these issues. Requirements in relation to human rights are confined to those human rights that have been incorporated in domestic legislation.

Where the Commission considers there are failures to fulfil the Public Sector Duty, it can invite a public body to carry out an equality and human rights review of the work of the organisation and prepare and implement an action plan.

#### Policy Changes

Ireland is developing the process of budget and policy proofing as a means of advancing equality, reducing poverty and strengthening economic and social rights. The Department of Public Expenditure and Reform will ensure the institutional arrangements are in place to support equality and gender proofing in the independent fiscal and budget office and within key government departments and to draw on the expertise of the Irish Human Rights and Equality Commission (IHREC) to support the proofing process. For the Budget 2017, the Budget and Finance Committee will be tasked with looking at gender and equality proofing budget submissions and proposals with independent expertise (including the IHREC) to assist where necessary.

#### Other activities

The National Strategy for Women and Girls 2017-2020 proposes that all reviews of existing policies should include a gender perspective as should all policies developed over the lifetime of the strategy.

The strategy recognises that the capacity of public sector organisations will need to be enhanced to enable them to undertake gender mainstreaming processes effectively. An action is included to build capacity within the civil and public service on gender mainstreaming and gender budgeting. As effective gender mainstreaming requires data which is gender disaggregated and which enables policy makers to see the differing outcomes for men and women, an action has been proposed to promote the collection of gender disaggregated data.

Government departments are already committed to implementing Cabinet procedures which require policy proposals put to Government for approval to clearly indicate the impact of the proposal for gender equality.

#### ADDITIONAL COMMENTS REGARDING OBJECTIVE 4

There were 551 candidates in the Dáil general election held in February 2016, 163 of which were women, representing 30% of the total number of candidates. This compares with 86 women candidates out of a total of 566 candidates at the 2011 general election, which represents 15% of the overall total number of candidates.

The results of the 2016 general election saw 35 women elected to the 32nd Dáil, representing 22% of the total number of Dáil members (158). This compares with 25 women elected to the 31st Dáil in 2011, representing 15% of the total number of Dáil members (166).

## LITHUANIA

**Objective 1.  
Combating Gender Stereotypes and Sexism**
**Other activities**

Several activities such as training, information-raising campaigns, discussions are being implemented in the framework of the current Programme on Equal Opportunities for Women and Men 2015–2021.

**Target Group**

Women organisations, NGOs, others

**Objective 2.  
Preventing and combating violence against women**
**Legislative Changes**

In 2016, amendments to the Law on Protection against Domestic Violence were adopted. The law has been amended by defining family members of a person who dies as a result of domestic violence so that they could receive specialised integrated assistance. The concept of a victim of domestic violence has been specified providing that perpetrators cannot receive specialised integrated assistance; family members of a person who dies as a result of domestic violence shall have a possibility to receive free-of-charge specialised integrated assistance with regard to their needs and the scope of damage caused by a criminal act against the victim. The law has also been supplemented with provisions contributing to ensuring better protection of a victim of violence, better management of assistance, etc.

**Policy Changes**

In 2016-2017, the network of specialised assistance centres (SACs) continued its activities in the field of provision of assistance to victims of domestic violence. SACs are run by the NGO's and financed by the state budget. Seeking to improve the activities of SACs, guidelines for the employees of institutions that provide assistance to victims have been drafted.

**Other activities**

In 2016, over 500 persons supervised by probation services participated in the programmes of changing violent behaviour; of them more than 300 persons accomplished these programmes.

NGOs financed from the state budget worked with perpetrators of domestic violence and carried out preventive activities: organised discussions, meetings, preventive excursions, seminars, implemented programmes of changing violent behaviour, and raised public awareness of conducted activities.

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

See Preventing and combating violence against women

**Other activities**

Various training activities were organized in the framework of the Programme on Equal Opportunities for Women and Men 2015–2021 and other national Programmes.



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

Several relevant activities have been financed from the state budget when implementing Programme on Equal Opportunities for Women and Men 2015–2021: support for women politicians' clubs (public discussions, consultations, promotion of positive image of female politicians, etc.), women leadership events (conferences, awards), support of the information portal for women.

**Target Group**

Womens organisations, NGOs

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

Lithuania strengthened anti-discrimination legislation aimed at reducing inequality. The new Labour Code as of 1 July 2017 foresees the obligation for companies employing over 50 employees to announce gender equality and non-discrimination policy measures (equality plans).

In August 2017 amendments to the Regulation of the Inter-ministerial Commission on Equal Opportunities for Women and Men have been drafted, with the aim to strengthen its mandate, authority and the level of representation, to enable it to monitor and co-ordinate the implementation of the National Programme effectively.

**Policy Changes**

In 2017, Ministry of Social Security and Labour has drafted new interinstitutional Action Plan for 2018-2021 in the framework of the current Programme on Equal Opportunities for Women and Men 2015–2021. The Programme aims to promote equal opportunities in employment, to balance participation in decision-making and to promote gender mainstreaming to education, science, health, culture. One of the new activities foreseen is to develop gender impact indicators in order to introduce gender impact assessment, and to amend the methodology of impact assessments of the programmes, policies and legal decisions.

**Other activities**

In May 2017, an international ASEM conference on economic empowerment of women was held in Lithuania. The goal of the conference was to initiate a dialogue on empowerment of women between European and Asian countries.

## LUXEMBOURG\*

## Objective 1.

## Combating gender stereotypes and sexism

## OTHER ACTIVITIES

*“PIXI-Buch”*

In co-operation with Carlsen publishers in Germany, the Ministry for Equal Opportunities has prepared three little educational books called “PIXI-Buch” on the subject of gender stereotypes, in particular the subject of the under-represented sex in economic and political life and stereotypes in matters relating to reconciling working and family life. These books are very popular with children (and those who work with children) in German-speaking countries, including Luxembourg. The first book was published in French and in German in June 2017 under the title “Mutti ist Bürgermeisterin”<sup>5</sup> and comprises a number of illustrations and texts on gender stereotypes from the youngest age right through adulthood till the end of life. The next two books should be published in 2017 and 2018.

## Target Group

Children from 3-7 years of age

## Objective 2.

## Preventing and combating violence against women

## OTHER ACTIVITIES

*Information, prevention and awareness-raising campaign<sup>6</sup>*

In the context of its efforts to provide information, raise awareness and prevent domestic violence, the Ministry for Equal Opportunities also places special emphasis on the various non-Luxembourg communities living in the Grand-Duchy. To this end, the ministry has launched projects and campaigns in several languages, in close co-operation with national and foreign partner associations to focus more closely on the different measures aimed at ensuring a better understanding of the problem of domestic violence in our country.

The fact that women have been confronted with domestic violence in 42 member states and that the perpetrators are from 46 different member states shows that the measures for raising awareness and preventing domestic violence must include all communities living in the Grand Duchy, irrespective of whether they are native to Luxembourg or not.<sup>7</sup>

*The “Violence hurts the whole family” campaign in several languages*

In 2012, the Ministry for Equal Opportunities launched its “Violence hurts the whole family” campaign, which was re-edited and adapted in 2016, notably in the context of the reform of the law on domestic violence in 2013. The various information leaflets are aimed at both women confronted with violence and the perpetrators and provide information on the provisions of the legislation currently in force and on the centres offering aid and assistance

<sup>5</sup> “Mummy is Mayor”

<sup>6</sup> <http://www.mega.public.lu/fr/societe/lutter-violence-domestique/mesures/campaigns-sensibilisation/index.html>

<sup>7</sup> <http://www.mega.public.lu/fr/publications/publications-ministere/2017/rapport-comite-violence/index.html>

in the field of domestic violence.



The information leaflets are now available in French, English, Russian, Serbo-Croat, Portuguese, Arabic and Luxembourgish

An interactive approach – Prevention theatre “Personal stories – Theatre-Debate”  
 Since 2013, the Ministry for Equal Opportunities and the Confederation of Luxembourg Portuguese Communities (CCPL), with the collaboration of various agents working in this field (the police, the public prosecutor’s office, domestic violence counselling services and the service dealing with the perpetrators of domestic violence) have proposed the project entitled “Personal Stories – Theatre-Debate”, educational drama activities aimed at preventing domestic violence. This is an interactive tool adapted to the culture and language of the Portuguese-speaking community. The project is the key element of the awareness-raising campaign for improving prevention of domestic violence, designed for the Portuguese-speaking community at local and regional levels.

The first play by this educational theatre aimed at preventing domestic violence, entitled “A outra verdade” (“The other truth”), was performed at national level in 2013 in Esch/Alzette, Luxembourg-Hollerich and Ettelbruck and was followed in 2016 by performances of a play entitled “Estórias” (“Personal stories) at local and regional level in the municipalities of Junglinster and Esch/Alzette. These performances were all greatly appreciated by the audiences.

In 2017, theatre performances are being prepared in partnership with the municipalities of Bertrange, Mamer and Strassen and with certain municipalities in Syrdall (Schuttrange, Niederanven, Sandweiler and Weiler-la-Tour) under the leadership of the municipality of Contern. Other municipalities, for example the City of Luxembourg and the municipalities of Bascharage, Betzdorf and Wormeldange have already expressed interest in the ministry’s awareness-raising campaign and in the above-mentioned theatre.

There are plans to extend the project to other non-Luxembourg communities living in Luxembourg.

The fight against domestic violence is an international undertaking  
 At its meeting on 26 July 2017, the Government Council approved the draft legislation approving the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, signed in Istanbul on 11 May 2011, and amending 1. the

Criminal Code, 2. the Code of Criminal Procedure, 3. the amended law of 8 September 2003 on domestic violence, and 4. the amended law of 29 August 2008 on the free circulation of persons and immigration.

The aim of the draft legislation is to approve the Istanbul Convention.

ORANGE WEEK (19 to 26 November 2017)

Between 19 and 26 November 2017, the Ministry for Equal Opportunities and the Luxembourg section of ZONTA International will be holding "Orange Week" to mark International Day for the Elimination of Violence against Women and Girls, which traditionally takes place on 25 November. This awareness-raising week will include a large number of conferences, special events, exhibitions, film evenings, and educational projects on this theme. Public buildings will also be illuminated in orange to show solidarity with women and girls who are faced with violence.

Objective 4.

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

*Information and awareness-raising campaign in preparation for the municipal elections in 2017*

To promote women's political involvement in municipal politics, the Ministry for Equal Opportunities has launched an information and awareness-raising campaign in preparation for the municipal elections in 2017. There are several successive stages in the campaign, which will be advertised through the Luxembourg press and audio-visual media throughout 2016 and 2017. At four information meetings held in May and June 2016, in the presence of the Minister for Equal Opportunities, the President of the Association of Cities and Municipalities of Luxembourg (SYVICOL) and municipal councillors in the localities of Marnach, Consdorf, Dudelange and Steinsel, ideas were put forward as to how to encourage more women to take an active part in local politics.

In June 2017, the campaign entered its final stage with personal accounts, portraits and individual clips of prominent figures from public life advocating more gender equality in politics.<sup>8</sup>

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<sup>8</sup> <http://votezegalite.lu/>

MONACO*
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Objective 2. Preventing and combating violence against women
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Other activities
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International Day for the Elimination of Violence against Women – 25 November 2016
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This day, co-ordinated by the Department of Social Affairs and Health, was a joint project of the government, the National Council, the High Commissioner for the Protection of Rights, Liberties and for Mediation, and voluntary groups involved with this cause, in particular, Femmes Leaders Mondiales Monaco, GenderHopes, Pink Ribbon, Action Innocence, the Union des Femmes Monégasques, the Aide aux Victimes d'Infractions Pénales association (A.V.I.P) and the Zonta Club.
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A poster campaign (from 21 to 27 November 2016) raised public awareness and featured on the government's website, the sites of voluntary groups and on social networks.
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On Friday 25 November 2016, a lecture on the theme "Combating violence against women - everyone must act", was held in the auditorium of Monaco's vocational and catering school (Lycée Technique et Hôtelier de Monaco). The lecture was given by Professor Alessandra Kustermann, a doctor specialised in obstetrics and gynaecology, who is an expert in the care of victims of violence. It facilitated an exchange between members of the public and professionals.
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On the same day, a dedicated telephone helpline (116 919) was introduced. It is anonymous, free of charge and provides information to victims of domestic violence.
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Lastly, an information page specifically for victims of violence will soon be available on the government's website. In addition, the site <a href="http://monacosaysnotoviolence.org">monacosaysnotoviolence.org</a> , created by GenderHopes and Femmes Leaders Monaco, in partnership with the Department of Action and Social Assistance, provides information to victims and refers them to services that can help.
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Dialogue between the government and the Council of Europe Group of Experts on the Convention on preventing and combating violence against women and domestic violence
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In Strasbourg on 8 November 2016, a Monegasque delegation led by H.E. Mr Rémi Mortier, Ambassador and Permanent Representative of Monaco to the Council of Europe, met the members of GREVIO, the group of experts on the Istanbul Convention, which Monaco ratified on 7 October 2014.
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This exchange provided an opportunity to present the measures taken by the Government of Monaco to combat violence against women, in relation to law enforcement, prevention and training the staff involved.
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Objective 5. Achieving gender mainstreaming in all policies and measures
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Legislative changes
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Provisions of the Civil Code relating to surnames
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Law No. 1.440 of 5 December 2016, amending certain provisions of the Civil Code relating to surnames and establishing antenatal recognition of the child, recently amended the legal framework on surnames.
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Prior to this law, the Civil Code provided that the child be given the father's surname. The 2016 law establishes the non-mandatory nature of this rule. Although it remains the most common practice, the law now allows the mother and father to make a different choice when registering the child, in that it is possible for children to be given the mother's surname.

The principle of shared residence in Monegasque family law  
Law No. 1.450 of 4 July 2017 relating to shared residence.

The introduction of shared residence in family law follows on from the latter's modernisation with Law No. 1.278 of 29 December 2003 amending a number of provisions of the Civil Code, the Code of Civil Procedure and the Commercial Code.

The best interests of the child must be prioritised over those of their parents. Consequently, the child's residence must be decided upon by taking into account the individual circumstances of each family situation and, therefore, not always by applying shared residence between the mother and father.

Lastly, this text provides an appropriate framework for amending the provisions of the Civil Code relating to family mediation so that they better correspond to the nature of mediation; it is an out-of-court procedure to resolve conflicts, through which a mediator tries to guide parties towards finding a solution to their disagreement for themselves. It is therefore difficult to achieve a successful outcome if the parties have not entered into it freely. Consequently, a court order to participate in mediation, once provided for in the Civil Code relating to parental custody and divorce, was no longer appropriate.

## MALTA

### Objective 1. Combating Gender Stereotypes and Sexism

#### Policy Changes

In November 2016, the government introduced an extension of Paternity Leave to five working days paid leave, in order to enhance the use of family-friendly measures and the sharing of family responsibilities. This is applicable to male Public Officers on the birth of each of their children.<sup>9</sup>

#### Other activities

NCPE is contributing to combating gender stereotypes through a number of initiatives aimed at increasing awareness on the importance of men's role in gender equality and on the benefits of family-friendly measures.<sup>10</sup> Sharing of family and domestic responsibilities and awareness of various types of family-friendly measures are essential measures that are being accentuated:

- An online social media campaign, combined with a roving exhibition van visiting post-secondary and tertiary educational institutions are raising 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 participated in a drama activity entitled 'Theatre in Education' with the aim of challenging notions tied to traditional roles of men and women.
- Training is being provided to employers with the aim of providing information on family-friendly measures and discussions on the topic.
- A working breakfast was organised for employers to discuss family friendly measures (FFMs) and flexible working arrangements.

The introduction of the free childcare scheme has also proved to be an important factor to combat gender stereotyping by encouraging women to participate once again in the labour market. As from April 2014,<sup>11</sup> all parents in work or in education with children aged three months to three years can benefit from the free childcare scheme. A total of 3 366 children were benefiting from this service in January 2017 with the total costs in this same month reaching to €1.2 million.<sup>12</sup> This has contributed to the increase of the employment rate of women in the labour force by 5.9%, from the first quarter of 2014 (47.1%)<sup>13</sup> to the first quarter of 2017 (53%).<sup>14</sup>

NCPE organised two important conferences this year which addressed the topic of gender stereotypes:

- the first was celebrating International Women's Day whereby one of the topics addressed was the role of the media on gender stereotypes. In this regard, a panel discussion was held with different stakeholders on the negative impacts of gender stereotypes and on the

<sup>9</sup> Manual on Work-Life Balance Measures  
<https://opm.gov.mt/en/PublicService/Documents/Public%20Service%20Management%20Code/Manuals/Manual%20on%20Work-Life%20Balance%20Measures.pdf>

<sup>10</sup> These initiatives are carried out as part of the EU co-funded project *JUST/2014/RGEN/AG/GEND/7785 Equality beyond Gender Roles*.

<sup>11</sup> <https://gov.mt/en/Government/Press%20Releases/Pages/2014/February/19/pr140284.aspx>

<sup>12</sup> Refer to PQ No. 30585. January 2017.

<sup>13</sup> [https://nso.gov.mt/en/News\\_Releases/Archived\\_News\\_Releases/Documents/2014/News2014\\_121.pdf](https://nso.gov.mt/en/News_Releases/Archived_News_Releases/Documents/2014/News2014_121.pdf)

<sup>14</sup>

[https://nso.gov.mt/en/News\\_Releases/View\\_by\\_Unit/Unit\\_C2/Labour\\_Market\\_Statistics/Documents/2017/News2017\\_103.pdf](https://nso.gov.mt/en/News_Releases/View_by_Unit/Unit_C2/Labour_Market_Statistics/Documents/2017/News2017_103.pdf)

importance of further awareness on how to combat negative gender stereotypes portrayed in the media,<sup>15</sup>

- the second was the NCPE's Annual Conference highlighting NCPE's work for 2016 as well as workshops on how to further challenge gender stereotypes with the aim of further strengthening gender equality.<sup>16</sup>

Celebrating the second International Day for Women and Girls in Science to highlight the existing deficit of girls and women in areas of science, the Minister for Social Dialogue, Consumer Affairs and Civil Liberties Dr Helena Dalli chaired a session in the conference Gender, Science and Sustainable Development: The Impact of the Media. This conference was organised by UNESCO in partnership with the Royal Academy of Science International Trust (RASIT) at the General Assembly Hall of the United Nations Headquarters, New York. The aim was to highlight the effects of stereotypes in media against women in science and to #MakeItHappen.<sup>17</sup>

## Objective 2.

### Preventing and combating violence against women

#### Legislative Changes

Malta ratified the Council of Europe Convention on preventing and combating of violence against women and domestic violence (Istanbul Convention) in 2014 and therein after, once being enacted in national legislation, the government launched a process towards an overhaul of the legislation regarding domestic violence and violence against women and girls in March 2016. In September 2016, the Gender Based Violence and Domestic Violence Bill was published. The Bill aims at amending the Criminal and Civil Code as well as strengthening the Commission on Domestic Violence.<sup>18</sup>

#### Other activities

NCPE gave 32 training sessions covering the issue of sexual harassment in 2016. These sessions provided further information on the rights and responsibilities related to sexual harassment of stakeholders and were delivered to a wide range of participants including students, employers and employees in the public and private sectors, asylum-seekers and union officials.

In 2016, NCPE developed a special edition of its Newsletter 'Equality Matters' that was particularly aimed at employers. This Newsletter featured information on the employers' obligations in relation to sexual harassment at the place of work. The Newsletter is available at: [http://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Newsletter/NCPE%20Newsletter\\_Special%20Edition\\_Summer%202016.pdf](http://ncpe.gov.mt/en/Documents/News_and_Events/Newsletter/NCPE%20Newsletter_Special%20Edition_Summer%202016.pdf)

## Objective 3.

### Guaranteeing Equal Access of Women to Justice

#### Legislative Changes

In December 2016, the *Equality Bill* and the *Human Rights and Equality Commission Bill* were presented to Parliament for their first reading following their presentation by the Ministry for Social

<sup>15</sup>

[http://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Press\\_Releases/2017/Press%20Release\\_IWD%2006%20Mar%20'17.pdf](http://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2017/Press%20Release_IWD%2006%20Mar%20'17.pdf)

<sup>16</sup>

[http://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Press\\_Releases/2017/Annual%20Conference%202017\\_PR%20F.pdf](http://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2017/Annual%20Conference%202017_PR%20F.pdf)

<sup>17</sup> [https://socialdialogue.gov.mt/en/Pages/Media/Press\\_Releases/PR170338.aspx](https://socialdialogue.gov.mt/en/Pages/Media/Press_Releases/PR170338.aspx)

<sup>18</sup> April 2016, Press Release – An Overhaul of the legislation regarding domestic violence and violence against women recently launched by the government will address all areas that fall under the Istanbul Convention, including female genital mutilation.



Dialogue, Consumer Affairs and Civil Liberties for public consultation in December 2015.<sup>19</sup> Once enacted, the Bills will restructure and strengthen Malta's legal framework on human rights and discrimination through transforming the NCPE into a Human Rights and Equality Commission (HREC) answering to Parliament, with a wider remit as well as sanctioning powers.

#### Other activities

NCPE Commissioner has the power to initiate investigations on the receipt of a complaint in writing; and to initiate *ex-officio* investigations on matters related to its remit. In 2016, NCPE received four complaints on the ground of gender-sexual harassment and one regarding gender identity/expression.<sup>20</sup> NCPE publishes the conclusions of the main investigations in its Annual Reports.

#### Objective 4.

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

#### Other activities

In light of Malta's very low female participation in the political sphere, NCPE prepared a research paper taking into account the current situation in Malta while also highlighting recommendations on the way forward. Subsequently, NCPE issued a press statement in October 2016 calling for an introduction of measures at candidature stage with the aim of increasing the underrepresented sex in this sphere.

In addition, in another press statement in February 2017, NCPE encouraged political parties to present gender-balanced lists of candidates in the general and local council elections. NCPE called for a pro-active effort by political parties to break gender stereotypes and promote a balanced female participation in the party structures at all levels, as well as more family-friendly arrangements and support structures within parties.

In order to further promote gender-balanced representation in decision-making positions, proposals in the government programme recommend discussions on positive measures to increase the female representation in Parliament, and to work towards having a minimum of 40% of the less represented sex in boards of major entities. In addition, it is also proposed to review parliament working hours to make them more family-friendly.

NCPE had also created an online Directory of Professional Women in May 2015 giving them visibility for appointment to boards and committees as well as to higher positions.<sup>21</sup> Women register their profiles that include their credentials, experiences and achievements onto this platform. 240 women have registered by the end of June 2017. NCPE also implemented a number of initiatives to raise awareness about this Directory through NCPE's social media<sup>22</sup> and newsletter<sup>23</sup> as well as by

<sup>19</sup> [http://socialdialogue.gov.mt/en/Pages/Media/Press\\_Releases/PR162837.aspx](http://socialdialogue.gov.mt/en/Pages/Media/Press_Releases/PR162837.aspx)

<sup>20</sup>

[https://ncpe.gov.mt/en/Documents/Our\\_Publications\\_and\\_Resources/Annual\\_Reports/NCPE%20AR%202016%20Lo%20re%20s.pdf](https://ncpe.gov.mt/en/Documents/Our_Publications_and_Resources/Annual_Reports/NCPE%20AR%202016%20Lo%20re%20s.pdf)

<sup>21</sup>

[http://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Press\\_Releases/2015/2015%20Annual%20Conference%20PR\\_en.pdf](http://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2015/2015%20Annual%20Conference%20PR_en.pdf)

<sup>22</sup>

<https://www.facebook.com/NCPE.Malta/photos/a.246842948681680.67062.180224712010171/1729393687093258/?type=3&theater>

<https://www.facebook.com/NCPE.Malta/photos/a.246842948681680.67062.180224712010171/1737253356307291/?type=3&theater>

<sup>23</sup>

[http://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Newsletter/NCPE%20Newsletter\\_Special%20Edition\\_Summer%2016.pdf](http://ncpe.gov.mt/en/Documents/News_and_Events/Newsletter/NCPE%20Newsletter_Special%20Edition_Summer%2016.pdf)

circulation via the government's internal mail.

#### Objective 5.

#### Achieving gender mainstreaming in all policies and measures

##### Other activities

The implementation of gender mainstreaming in the public administration is monitored through an annual report compiled by departments and entities on the measures taken and the progress achieved in the sphere of gender equality and gender mainstreaming. A reporting template is forwarded to entities and departments to facilitate the annual reporting on the initiatives taken. NCPE has also strengthened the reporting procedure by simplifying the template utilised for this reporting requirement, and provides training on the gender mainstreaming strategy and the respective reporting obligations. A significant increase in the number of reports received was evident in 2016 (110 reports in 2016 compared to 58 reports in 2015). NCPE receives these reports and carries out an analysis of the information received. Based on this analysis, NCPE prepares a report for the attention of the permanent secretary responsible for equality on the implementation of gender mainstreaming in the public sector with recommendations on the way forward.

In 2016, NCPE continued providing training on the gender mainstreaming to disseminate information on how this strategy integrates and addresses the concerns, experiences and aspirations of women, men, girls and boys, from different social groups, into any planned action. For the period September 2016 – September 2017, 12 training sessions on gender mainstreaming were carried out.

#### MAIN CHALLENGES:

One of the main challenges that is hindering the achievements of equal opportunities for women and men is the prevalence of gender stereotypes within society. However, as previously stated initiatives are in place and are being carried out to combat such an obstacle.

#### ADDITIONAL COMMENTS:

There have been other improvements in the field of gender equality, namely the following:

The Cohabitation Act was introduced in April 2017 in order to provide a legal basis for couples who are unmarried but live together<sup>24</sup>.

Since 2013, Malta has become a leading advocate in LGBTIQ rights and throughout 2016 and 2017 the government introduced an internal system to roll out non-binary X gender passports and ID cards. In fact, 67 trans people have benefitted from this measure up until February 2017.<sup>25</sup> Moreover, since the adoption of civil union in April 2014, 169 couples have tied the knot and became officially recognised under this law, 22 of whom have converted their foreign marriage certificates into domestic ones.<sup>26</sup> In addition, Malta has also witnessed the first joint adoption by a gay couple, with five other couples in the process of doing the same.<sup>27</sup>

Moreover, prisoners who are transsexual, intersexual, and gender variant can be transferred to sections of the prison of their respective gender in order to be better protected from sexual harassment and discrimination. Indeed, four people have already been relocated to the division of women.<sup>28</sup>

<sup>24</sup> <http://www.gov.mt/en/Government/Press%20Releases/Pages/2017/April/04/PR170859.aspx>

<sup>25</sup> [https://socialdialogue.gov.mt/en/Pages/Media/Press\\_Releases/PR170450.aspx](https://socialdialogue.gov.mt/en/Pages/Media/Press_Releases/PR170450.aspx)

<sup>26</sup> Ibid.

<sup>27</sup> Ibid.

<sup>28</sup> [https://socialdialogue.gov.mt/en/Pages/Media/Press\\_Releases/PR161790.aspx](https://socialdialogue.gov.mt/en/Pages/Media/Press_Releases/PR161790.aspx)

On another note, 47% of all bathrooms within government buildings are now gender neutral. 11% of these also cater for persons with disabilities. This is to ensure a non-judgemental environment for all workers.<sup>29</sup>

The Equality Mark Certification is another initiative through which NCPE is reaching out to companies to be able to assess their policies and practices related to gender equality. The Equality Mark is awarded to those companies that foster gender equality, following an assessment of set criteria. Certified companies can use the Equality Mark logo in all their correspondence, including adverts in the printed media, thus raising further awareness on the Equality Mark and on NCPE's role in this regard. By June 2017 there were 78 certified organisations employing 20 800 persons.<sup>30</sup>

NCPE continued raising awareness by publishing articles and press statements in the printed media and participated on TV and radio programmes to discuss matters related to equal treatment and to address specific subjects in this regard. NCPE also utilises social media to pass on targeted messages to a wide range of audiences. In addition, NCPE's website is a source of information on NCPE's remit and functions as well as on equality.

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<sup>29</sup> [http://socialdialogue.gov.mt/en/Pages/Media/Press\\_Releases/PR162810.aspx](http://socialdialogue.gov.mt/en/Pages/Media/Press_Releases/PR162810.aspx)

<sup>30</sup>

[https://ncpe.gov.mt/en/Documents/Our\\_Publications\\_and\\_Resources/Annual\\_Reports/NCPE%20AR%202016%20Lo%20re%20s.pdf](https://ncpe.gov.mt/en/Documents/Our_Publications_and_Resources/Annual_Reports/NCPE%20AR%202016%20Lo%20re%20s.pdf)

## MONTENEGRO

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Legislative Changes

The Law on Prohibition of Discrimination is the most important in the field of human rights protection, since it constitutes an umbrella, basic legal act for the protection against all forms of discrimination in any personal capacity. The previous implementation of the Law on Prohibition of Discrimination pointed to certain shortcomings and problems in the implementation of regulations, due to the existence of norms that were not sufficiently precisely defined by certain forms and areas of discrimination. It was noted that the penal provisions did not cover all forms and areas of discrimination and they did not act as preventive or sufficiently deterring to offenders.

In this regard, the 2014 Law on Prohibition of Discrimination was reestablished and fully harmonised with European legislation on 29 June 2017. The most recent amendments to the 2017 Law on Prohibition of Discrimination eliminate earlier deficiencies, introduce a glossary, define discrimination in certain areas more precisely, define what will not be considered as discrimination and especially improve the penal provisions through more severe punishment for committed discrimination and through the introduction of provisions defining the offense of natural person who discriminates, which has not been the case so far. New legal solutions have also enhanced the manner and scope of the Ombudsman institution's actions in case of resolving complaints of citizens as victims of discrimination, as the most important institutional mechanism for protection against discrimination.

With the new amendments to the Law on Prohibition of Discrimination, all preconditions for systematic approach to protection against discrimination have been created, which will enable the creation of conditions for the full implementation of the principle of equality and respect for all fundamental human rights, regardless of personal characteristics and differences.

The aforementioned changes to anti-discrimination legislation defined more precisely the mandates of existing institutions within the framework of the anti-discrimination system, but there is a clear need for further empowerment of institutions and their resources in order to provide full protection against discrimination.

## Objective 2.

## Preventing and combating violence against women

## Other activities

The Ministry for Human and Minority Rights and the NGO "Centre for Women's Rights" signed a *Memorandum of intensifying co-operation* on 22 July 2016 in order to take further policy measures to ensure the prevention of domestic violence and violence against women, guarantee high-quality, effective and credible mechanisms of protection of victims and efficient prosecution of perpetrators in order to reduce tolerance of violence.

In November 2016, the campaign '16 Days of Activism Against Gender-Based Violence' was marked with the following events: a conference, workshops for the network of co-ordinators at the local level, a workshop for the media and public appearances.

The conference organised in Podgorica on 25 November 2016 by the Ministry for Human and Minority Rights in co-operation with the OSCE Mission to Montenegro on the occasion of the

International Day for the Elimination of Violence against Women brought together 50 participants. A video on gender-based violence was presented at the conference and during the campaign video clips with messages about gender-based violence (total 12) were shown on Montenegrin TV for about 20 seconds - videos were made in Albanian, English and Montenegrin.

In December 2016, the Ministry of Human and Minority Rights, in co-operation with the UNDP office in Montenegro and partner organisations, organised a conference in Budva on enhancing gender equality in the countries of the Western Balkans and Turkey, which brought together more than 100 participants of the mechanisms for gender equality.

The Government of Montenegro adopted the 2016 Report on the Implementation of the Law on Protection against Domestic Violence, which presented the results of the implementation of this Law for the period 2010-2015. The report also contains recommendations for improvements in the field of domestic violence.

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

##### Other activities

In November 2016, the Centre for the training of the judiciary and the public prosecutors in co-operation with the Ministry for Human and Minority Rights and the NGO Centre for Women's Rights organised a seminar for magistrates under the programme of training on domestic violence and violence against women in the judiciary. The seminar was financially supported by UNDP and UNICEF in Montenegro. The programme aimed to support the process of establishing a sustainable and efficient system of protection and support to victims of domestic violence and violence against women by supporting judicial institutions in the implementation of international standards and national legislation in this field. The seminar was attended by ten representatives (magistrates) of the judiciary.

### Objective 4.

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

##### Policy Changes

The 2011 and 2014 election system reform proved to be effective means of increasing female political activism. Quotas of 30% introduced through electoral legislation with two additional measures for sanctioning and positioning candidates of the less represented gender had an impact on the parliamentary elections in October 2016. At the current convening of the Parliament of Montenegro (26th session) of 81 deputies 19 are women or 23.46%, which is an increase compared to the 25th session when there were 15 women or 18.5%. This is the best result in the history of Montenegrin parliamentarism.

The executive branch in the newly formed Government of Montenegro after the parliamentary elections in October 2016 had 4 out of 19 female ministers or 21.05% (Minister of Science, Minister of Economy, Minister of Public Administration and Minister without Portfolio).

### Objective 5.

#### Achieving gender mainstreaming in all policies and measures

##### Other activities

During 2016, the Gender Equality Department conducted a number of campaigns and training sessions to raise awareness on the importance of gender equality and equal opportunities and the implementation of the Law on Gender Equality. These activities included a large number of direct actors dealing with gender equality issues. The focus of activities were those activities that are specifically related to training on national and international anti-discrimination legislation, greater

political participation of women, better economic status of women and the fight against all forms of violence against women.

The activities within the project: "Promoting gender equality at the local level" are continuously carried out and implemented by the Ministry of Human and Minority Rights, in co-operation with the OSCE Mission in Montenegro. In 2016, two municipalities adopted a decision on gender equality, while one formed the Council for Gender Equality. The network of co-ordinators formed at the local level has been very active in 2016 and it has 21 members. The previous results of implementation of gender equality policies indicate the following: the Ministry for Human and Minority Rights, in co-operation with the OSCE, signed a memorandum of co-operation with all 23 municipalities in Montenegro. Out of these, 11 municipalities, including the capital city Podgorica, adopted local action plans for gender equality. Councils for gender equality were formed in 12 municipalities, and five municipalities have offices for gender equality. Seven municipalities positioned funds in the budget for the implementation of gender equality policy within their budget and the decisions on gender equality were adopted in 15 municipalities.

In September 2016, the Ministry for Human and Minority Rights and the Statistical Office of Montenegro signed a Memorandum of co-operation on the project related to the development of the "Gender Equality Index in Montenegro and other joint activities in the field of anti-discrimination, gender equality and minority rights". The planned index will measure gender equality in the range from 1 (complete inequality) to 100 (complete equality) in six areas: knowledge, work, income, health, time and power. The project will be promoted in 2017.

In late October 2016, the Ministry for Human and Minority Rights and the Statistical Office of Montenegro (MONSTAT) published the jubilee publication "Women and Men in Montenegro in 2016". This is the sixth edition of the mentioned publication, which is published every two years, starting from 2006. The aim of this publication is to display in one place the largest number of features disaggregated by gender.

Link: <http://www.minmanj.gov.me/rubrike/Publikacije/166949/zene-i-muskarci-u-Crnoj-Gori-2016.html>

In September 2016, a video conference was organised with the representatives of the European Commission on "Implementing the Action Plan for Achieving Gender Equality 2013-2017". The focus of the conference was on the issues of social protection and the status of women in the labour market within the negotiating Chapter 19 "Social Policy and Employment".

The Government of Montenegro adopted the Action Plan for Achieving Gender Equality 2017-2021 (third document) with the Implementation Programme 2017-2018 – a development document for implementation of gender equality in Montenegro with a goal to ensure gender equality in the design and implementation of all national and local policies, and in the work of all entities at the state level. *The Action Plan for Achieving Gender Equality in Montenegro 2017-2021* (hereinafter: PAAGE) and *the Implementation Programme 2017-2018* are created through a process led by the Ministry for Human and Minority Rights - Department for Gender Equality. The process is carried out in co-operation with the UNDP Office in Montenegro. The working group in charge of drafting the Action Plan for for Achieving Gender Equality 2017-2021 and the Implementation Programme for the period 2017-2018 was composed of representatives state institutions and civil society.

Link: <http://www.minmanj.gov.me/ResourceManager/FileDownload.aspx?rid=285226&rType=2&file=Action%20Plan%20for%20Achieving%20Gender%20Equality%20APAGE%202017-2021.pdf>

The Government of Montenegro adopted (in March 2017) the Report for 2016 on the implementation of the Programme for implementation Action Plan for Achieving Gender Equality. The Report showed the degree of improvement of legislative and institutional mechanisms, both at national and local level, as well as significant progress in three priority areas: political participation, economic empowerment and combating violence against women.

Link:

<http://www.minmanj.gov.me/ResourceManager/FileDownload.aspx?rid=285227&rType=2&file=Report%20on%20Implementation%20of%20the%20Implementation%20Programme%202015-2016.pdf>

The Ministry for Human and Minority Rights has a continued co-operation with the NGO sector. Regular meetings are held with the NGOs dealing with human rights, gender equality, combating violence against women and domestic violence, women's economic position, etc.

#### ADDITIONAL COMMENTS

The National Council for Gender Equality was established on 24 October 2016 and represents a new institutional mechanism for achieving gender equality. As a professional advisory body, it was formed to discuss issues of implementation of gender equality policies at the national and local level. Council work refers to the consideration and application of the rules related to gender equality and the evaluation of these regulations and their effect on the position of women and men. The Chairman of the Council is the Minister for Human and Minority Rights. In addition to the representatives of relevant institutions, the Council is also composed of four representatives of the NGOs. In order to discuss issues in specific areas of importance for gender equality eight advisory bodies are formed within the Council, which further monitor the implementation and improvement of policy of equal opportunities within their area, and every advisory body, or committee, has an appointed president. The committees are as follows:

1. Committee for greater presence of women in political participation,
2. Committee on economic empowerment and status of women in the labor market,
3. Committee for protection from domestic violence and violence against women,
4. Committee on healthcare and social protection of women,
5. Committee on science, education, culture and sport,
6. Committee for sustainable and rural development,
7. Committee for international co-operation, and
8. Committee for co-operation with local governments.

After submitting II Periodic report on the implementation of CEDAW convention, additional questions and comments were submitted to Montenegro, on which the Ministry of Human and Minority Rights submitted the answers in a timely manner, in co-ordination with other competent institutions. Montenegro presented the above-mentioned report to the CEDAW Committee in July 2017 and we got recently concluding observations of the CEDAW Committee on the II Periodic report of Montenegro.

The Government of Montenegro adopted the 2016 Report on the Implementation of the Law on Protection from Domestic Violence, which presented the results of the implementation of this Law for the period 2010-2015, which contains recommendations for improvements in the field of domestic violence. This law is assessed as very good and in line with international standards. The problems in its implementation that have been encountered by data analysis do not stem from legislation, but from the problems of interpretation of the law, the lack of financial, operational and human resources, low level of sensibility of persons who apply the law.

Within 2014 IPA project "Support to implementation of the Anti-discrimination and gender equality policies in Montenegro", implemented by the Ministry for Human and Minority Rights in co-operation with UNDP office in Montenegro, and financed by the EU Delegation continues to implement activities in the following areas: anti-discrimination, capacity building, political empowerment, economic empowerment and combating violence against women and domestic violence.

Within this project, an external evaluation of the previous Action Plan for Achieving Gender Equality 2013–2017 was conducted. For the purpose of this evaluation, a questionnaire was created about the level of knowledge of employees in state administration about the human rights of women and gender equality, which is sent to all contact persons for gender equality in public institutions. The evaluation can be found in the document: <http://www.minmanj.gov.me/ministarstvo>.

UNDP's programme to support women in business, whose implementation was initiated in 2016 in co-operation of the Ministry for Human and Minority Rights of Montenegro and UNDP, continuously provided education or training on entrepreneurship to all interested women from the municipality of Niksic and the capital Podgorica. Investment and Development Fund (IRF) of Montenegro, taking into account the importance of female entrepreneurship, continued to carry a credit line designed for women.

Activities are conducted through joint campaigns, training, researches, and the implementation of projects financed by international organisations.

Montenegro became the 29th member of the initiative "Partnership for Equal Future" in May 2016, which is dedicated to the economic and political empowerment of women at the national and global levels. This initiative is the promotion of national projects and policies, especially the promotion of the national policy of gender equality. A special website of the initiative "Partnership for Equal Future" was also created: <http://www.equal-futures.org/country/montenegro>.

IMPORTANT LINKS:

- <http://www.minmanj.gov.me/ResourceManager/FileDownload.aspx?rid=285227&rType=2&file=Report%20on%20Implementation%20of%20the%20Implementation%20Programme%202015-2016.pdf>
- <http://www.minmanj.gov.me/ResourceManager/FileDownload.aspx?rid=285226&rType=2&file=Action%20Plan%20for%20Achieving%20Gender%20Equality%20PAGE%202017-2021.pdf>



## NETHERLANDS

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Policy Changes

- A new plan was launched (2016-2020) to stimulate more girls to choose, learn and work in STEM through the support of NGOs (vhto) and programmes such as 'Techniekpact'.
- The "Gender Diversity Alliance" was started and funded by the government. This group of NGOs, knowledge institutes and other organisations aim to study the mechanisms behind gender stereotyping and the best way to address them. The project will lead to a theory of change and concrete measures to tackle gender stereotyping.

## Other activities

- Training for teachers and other education and school staff to address sensitive topics such as bullying, discrimination, sexuality, gender stereotypes and sexual diversity.
- Pilot to combat stereotyping in pre-school. In 2016 Vhto<sup>31</sup> evaluated its educational method to combat gender stereotyping in pre-schools and to address gender stereotyping in the teachers academy.
- In June 2016, a meeting was held focusing on combating gender stereotypes and sexism in the media.

## Target Group

- Teachers, media sector, students, NGOs.

## Objective 2.

## Preventing and combating violence against women

## Legislative Changes

- Compulsory reporting code Act has been improved (2017-2018 preparation, coming into force 1 January 2019).

## Policy Changes

- The most important policy strategy to combat violence against women is the so-called 'Violence in dependency relationships' approach, which focusses on domestic violence and child abuse. The most important development in this domain has been the reorganisation of the 'Veilig Thuis' organisations (Safe Home/ shelters).
- The Netherlands has developed some specific initiatives aimed at preventing and tackling violence against women:
  - In co-operation with Emancipator (a feminist organisation for the emancipation of men) the 'White Ribbon Campaign' was translated to the Dutch context. It ran during the days against violence against women in November 2016. Website: [www.daarmagjenooitvoorkiezen.nl](http://www.daarmagjenooitvoorkiezen.nl). The message of the campaign (developed by men, aimed at men) was that men have a responsibility in ending violence against women. This autumn, the campaign will be revived and will run again during the same period. This time it will focus on ending violence against women in the public sphere.
  - The project 'The New Future', of which the pilot phase has been financed by DE, has received new funding to further and improve their method of helping women victims of domestic violence (in shelters) to work towards an economically independent future.
  - Also a new round of long term funding has been made available for strategic alliances, for

<sup>31</sup> <https://www.vhto.nl/>

the period 2018–2022. Organisations were offered an opportunity to submit proposals focusing on different key areas of our gender equality policy. Eight proposals have been selected for funding. One of them focusses exclusively on gender related violence. Another proposal focuses on LGBTI acceptance and combating violence against women in migrant communities. The alliances will start their activities in 2018, but preparatory talks are taking place at the moment.

- In 2015 a project was set up to increase the gender sensitivity and gender awareness of professionals working in the field of domestic violence. In 2016 the project closed with a big conference presenting the results. Also several products have been made available to professionals working in the field: a literature study, a handout with practical steps and tools to a gender sensitive approach to domestic violence, and a method for intervision for professionals.
- At the same conference, the results of a study into ‘intergenerational transmission of domestic violence’ were presented.
- Financial support to municipalities to make the We Can Young Project, which aims to enhance the resilience of boys and girls concerning sex and relationship, more sustainable.

#### Other activities

- 26 Safe Home organisations with a free help line, 24/7.
- 16 centres for sexual abuse.
- A nationwide network of women’s shelters, specialised shelters/help for victims of loverboys and honour related violence.
- A national awareness campaign (partner violence, child abuse and elderly abuse).
- A national centre of forced marriage and abandonment.

#### Target Group

Municipalities, professionals, victims and perpetrators, society as a whole.

#### Objective 4.

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

#### Policy Changes

- In 2015 the minister of Emancipation, together with the chairman of the Confederation of Netherlands Industry and Employers (VNO-NCW), launched a database for board ready women. Since the launch the database has grown to include 1 350 women with years of experience in both the private and (semi) public sectors.
- With the launch of the database, a programme (‘Vrouwen naar de Top’) encouraging all relevant stakeholders to increase their efforts to realise more diversity in the top of organisations was set up. As part of the activities, the programme orchestrates on a regular basis, meetings and events for board ready women are organised multiple times a year. Women from both the private and (semi) public sectors are welcome to attend these events.
- In 2016 the Ministry of Education decided to finance 100 extra female professors at Universities.

#### Target Group

Companies, women in decision-making positions, universities.

#### ADDITIONAL COMMENTS

As of September 2017, the Netherlands is currently awaiting a new Cabinet following the elections in March 2017 and therefore the legislative and policy changes have been limited.

## NORWAY

### Objective 1. Combating Gender Stereotypes and Sexism

#### Legislative Changes

In July 2016, the new *Gender Recognition Act* came into force. The law grants all individuals the right to have their gender marker changed in public registers and passports through a simple and transparent procedure.

#### Policy Changes

In June 2016, the Norwegian Government launched the new cross-ministerial action plan *Safety, diversity, openness*, aimed to prevent and combat discrimination based on sexual orientation, gender identity and gender expression. The plan focuses on the areas safe social arenas and public spaces, equal access to public services and improving the quality of life among vulnerable groups.

#### Target Group

General population, with specific focus on lesbians, gays, bisexuals, trans people and intersex people.

#### Policy changes

The Norwegian Government's strategy against Hate Speech was issued in November 2016. With this strategy, the Government intends to prevent and raise awareness about hate speech in public debate and in the public sphere. The strategy covers hate speech on the basis of gender, ethnic and religious background, sexual orientation and disability.

#### Other activities

In 2017, Norway holds the presidency of the Nordic Council of Minister for Equality. One of Norway's priorities in the presidency has been gender-based hate speech. On 21 June 2017 Norway arranged a Nordic conference on gender-based hate speech in Stavanger. Norway has also developed information material on gender-based hate speech for children and youth aged 13-18 years. The brochure was launched at the conference in Stavanger, and is intended for use in all the Nordic countries.

The Norwegian government will establish a website with relevant information on efforts to combat hate speech. The website will include information on what to do if someone is subjected to hate speech, as well as information about Government efforts. The website will also act as a forum for sharing knowledge about ongoing activities against hate speech. The website is to be universally designed and will contain information in several languages

During the presidency, Norway also arranged a Nordic Conference on Gender equality in the Labour Market (7-8 February 2017). Breaking free from traditional gender-based choices of education and career was one of the topics raised during the conference.

#### Target Group

Experts, researchers, civil society activists, media, youth, and government representatives.

#### Other activities

The government has appointed a commission that will investigate why girls get better results than boys in school. The commission will gather knowledge on why there are gender differences in

school, and one aim is to find efficient measures to help the boys, who struggle in school.

A government appointed commission has submitted a report suggesting among other things, individual rights to paid parental leave and a 50/50 sharing of the paid parental leave between the parents. The rapport is now being broadly consulted, and the government will consider the commission's suggestions in its further work.

Target Group

Government sector and others.

### Objective 2.

#### Preventing and combating violence against women

##### Policy Changes

In May 2017, the Norwegian Parliament agreed to ratify the Istanbul Convention.

New national plan against violence and abuse (2017-2021) (<https://www.regjeringen.no/no/dokumenter/prop.-12-s-20162017/id2517407/sec1>). Focus areas include better protection for victims, enhanced knowledge about the phenomenon within the social services and cases regarding violence and abuse should be prioritised higher by the police.

The action plan Combating Negative Social Control, Forced Marriage and Female Genital Mutilation (2017-2020): The Right to Decide about One's Own Life was launched in March. The Norwegian Government is strengthening its efforts to prevent and combat negative social control, forced marriage and female genital mutilation. The action plan contains five priority areas and 28 measures. It includes operational measures to liberate more children and young people in Norway from negative social control and various forms of coercion. This plan is aimed at all those whose work relates to negative social control, forced marriage and female genital mutilation, particularly employees in social services, non-governmental organisations (NGOs) and policy makers (<https://www.regjeringen.no/en/dokumenter/the-right-to-decide-about-ones-own-life/id2542163/>).

Target Group

Whole population, specifically victims of violence and abuse and those working with potential and actual victims.

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

##### Legislative Changes

The Parliament has adopted a new Equality and anti-discrimination Ombud's and Tribunal's act. The Act comes into force from January 2018. The new act separates the enforcement role from the driving force role. At present, the Ombud has both functions, while the Tribunal serves as second instance. The changes will strengthen the Ombud's role as a driving force on the work against discrimination and for more equality. A new equality and anti-discrimination tribunal will be strengthened, and will be given the authority to impose compensation in cases of discrimination in work life and to impose compensation in simple case matters. Today neither the Ombud nor the Tribunal has this authority.

A new integrated equality and anti-discrimination act will come into force from January 2018. The act brings together discrimination grounds into one act, and among other things, clarifies that discrimination on intersecting grounds is forbidden. Care work is also included as a ground for discrimination, together with gender, pregnancy, parental leave, ethnicity, religion, disabilities, sexual orientation, gender identity and gender expression.

## Objective 4.

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

## Other activities

In 2016, Core – Centre for Research on Gender Equality on behalf of the Ministry of Children and Equality launched a Gender Balance Scorecard that maps the gender balance of the executive committees and boards of the largest companies in Norway. The scorecard is helpful to have an overview on women's and men's influence through powerful positions in Norway.

<http://www.samfunnsforskning.no/core/english/publications/core-norwegian-gender-balance-scorecard/> (could also be placed under Objective 1).

## Objective 5.

## Achieving gender mainstreaming in all policies and measures

## Other activities

In January 2017, the Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) launched a website with a set of indicators showing the status on gender equality in seven different areas: education, work-life, economy, health, violence, family and upbringing and political representation. The sites gather central indicators for the focus areas in one place, and can be a helpful tool to document progress and keep track on where our main challenges are.

In May, the Government informed the Parliament about the status for the Government's efforts to achieve equality. This is the first time this has been done in 18 years.

## Target Group

Politicians, sector authorities, civil society, etc.

## POLAND

**Objective 1.  
Combating Gender Stereotypes and Sexism**
**Other activities**

In 2016, the Minister of Science and Higher Education founded six special awards for the scholarship holders *L'Oréal-UNESCO For Women in Science* (voucher for a chosen scientific conference in Europe).

The L'Oréal-UNESCO For Women in Science initiative began 19 years ago (17 years ago in Poland). Since then, the L'Oréal Foundation and UNESCO have strived to support and recognise accomplished women researchers in life sciences, to encourage more young women to enter the profession and to assist them once their careers are in progress. <http://lorealakobietinauki.pl/>

**Target Group**

Polish women in science (life sciences area).

**Objective 2.  
Preventing and combating violence against women**
**Legislative Changes**

A new regulation of the Minister of Justice of 13 September 2017 regarding the Fund for Victims' Aid and Post Penitentiary Assistance – Fund for Justice was adopted (O.J. 2017, item 1760).

*In progress:*

The Ministry of Justice has started drafting the act amending the Penal Code, with a two-fold aim: to introduce more strict provisions governing criminal liability of sex crimes offenders and to improve enforcement of criminal law so that it serves its intended purpose of protecting the victims of such criminal acts and the society at large. More strict provisions are foreseen for committing the following crimes:

- rape when the offender is armed with firearms, a knife or any other such object or substance or for acting in a way which endangers the life of a pregnant woman or for recording the image or the sound of such deed (felony subject to penalty of up to 3 years of imprisonment);
- rape of a minor under 15 years of age (felony subject to penalty of a minimum 5 years of imprisonment or 25 years of term in prison);
- rape and coercion to perform a sexual act if it results in death of a person (felony subject to penalty of a minimum 8 years in prison, 25 years in prison or life sentence);
- forceful detainment with particular torment of a person (felony subject to a minimum of 5 or 25 years of imprisonment).

The draft stipulates that upon request by the wronged person, the Court is obliged to issue a mandatory restraining order which prohibits any form of contact between the perpetrator and the victim, when the perpetrator is found guilty of committing a sex crime. Also, special legal measures for sex crime or obscenity re-offenders as well as possibility to exclude the option of conditional release of convicted sex offenders if found guilty of rape of a minor which resulted in his/her death and the crime was motivated by the perpetrator's sexual disorders are planned.

The draft is in its initial stage and has been entered into the ledger of upcoming legislative initiatives

of the Council of Ministers.

The proposed changes result from a thorough analysis of the currently binding provisions relating to sex crimes and their enforcement. It led to the conclusion that current legislation is inconsistent with the perceived protective function of criminal law and, as such, does not provide legal instruments to curb sex crimes and protect vital social values.

The Ministry of Family, Labour and Social Policy is working on a draft amendment to the act of 29 July 2005 on counteracting domestic violence. The aim of the amendment is to increase the level of protection of the family which, as the basic social unit, should have the special rights to it. Changes proposed in the draft law are supposed to contribute to security and protection of vulnerable persons and victims of domestic violence, as well as to effectiveness of impact on perpetrators of domestic violence. Consequently, they should improve the efficiency of the system of protection from violence.

#### Policy Changes

Each year the Ministry of Family, Labour and Social Policy pursues the Protective Programme *Supporting Self-government Units in Creating the System of the Counteracting Domestic Violence*. 3 000 000 PLN per year is provided for open calls for proposals submitted by self-government units at all levels. The Protective Programme contributes to building of a local system of combating violence and to comprehensive preventive actions.

<https://www.mpips.gov.pl/przeciwdzialanie-przemocy-w-rodzinie-nowa/przedstawiciele-i-sluzby-realizujace-zawodowo-zadania--z-zakresu-przeciwdzialania-przemocy-w-rodzinie/programyprojekty/programu-oslonowego-wspieranie-jednostek-samorządu-terytorialnego-w-tworzeniu-systemu-przeciwdzialania-przemocy-w-rodzinie/>

#### Other activities

In January 2017, a Helpline for Victims of violence has been launched. It is available 24 hours a day, seven days a week. The Helpline provides, inter alia, psychological and legal consultation as well as emergency actions. <http://www.niebieskalinia.info/>

In 2017, a nationwide social campaign *I am choosing the help*, commissioned by the Ministry of Family, Labour and Social Policy, has been conducted. Various mass media were used in the campaign, including all national television stations, external advertising, press and the Internet. The campaign was addressed to victims and witnesses, as well as perpetrators of domestic violence.

<https://wybierampomoc.pl>

In December 2016, the Ministry of Family, Labour and Social Policy organised nationwide conference, summarising Programme *Prevention of domestic violence and gender-based violence*, co-financed from the Norwegian Funds. The purpose of the conference, organised within the framework of the Bilateral Co-operation Fund, was to present results of the Programme PL14 and exchange experience and good practices of Donor Countries.

<http://przeciwprzemocy.mpips.gov.pl/?lang=en>

In November 2016, the Government Plenipotentiary for Equal Treatment implemented a nationwide radio and Internet campaign *Sexual violence – it often begins with words*. The campaign was co-financed by the Norwegian and EEA funds. The objective of the campaign was to create a message stressing the unacceptability of sexual violence and to refute false and harmful myths and stereotypes regarding this phenomenon. For 21 subsequent days two nationwide radio stations broadcasted audio clips, while the biggest Polish internet portal presented visual material conveying the slogan and the contents supporting the objective of the project.

<http://www.spoleczenstwoobywatelskie.gov.pl/aktualnosci/kampania-radiowa-i-internetowa-dotyczaca-niedopuszczalnosci-przemocy-seksualnej-wobec>

Police conducts a series of projects, prevention programs, and information and education actions directed at the problem of violence against women. Notable examples are:

- *Moc na Ty (Power is yours)* - educational activities concerning counteracting violence and its effects by developing skills and competences to counter the various forms of violence, disseminating knowledge on violence, prostitution and trafficking in human beings (mechanisms of these phenomena, their effects and ways to help).
- *Bezpieczna Kobieta (Safe Woman)* - theoretical and practical lessons in the area of social prevention, road safety, pre-medical assistance, techniques and self-defense tactics.
- *Municipal Programme Against Domestic Violence and Victims Protection for 2016-2020* - social education for counteracting domestic violence, helping people affected by domestic violence, and increasing efficiency of actions against domestic violence offenders.

#### Target Group

Victims of domestic violence, witnesses of domestic violence, perpetrators of domestic violence, men and boys in the age above 15, the society in general.

#### Objective 5.

Achieving gender mainstreaming in all policies and measures

#### Policy Changes

In 2013-2016, the National Action Programme for Equal Treatment served as the main instrument of the implementation of gender mainstreaming policies in Poland in all ministries and government agencies, regional and local government units. It allowed for a comprehensive assessment of progress in the implementation of the equal treatment principle and the identification of areas requiring improvement. The implementation of the programme was particularly effective for two main reasons: firstly, all objectives and priorities in the area of equal treatment were listed in a single governmental document; secondly, its implementation was co-ordinated and monitored at the central level by a single entity, i.e. the Government Plenipotentiary for Equal Treatment. Various entities and organisations were involved in its implementation, which allowed for a more comprehensive approach and an inclusion of equal treatment principles into measures aimed at various disadvantaged groups in Poland.

The programme is currently being analysed and evaluated. A key role in the process is played by the inter-ministerial Monitoring Team for the National Action Programme for Equal Treatment, established on the basis of Decree No. 29 of the Prime Minister of 13 April 2015, and the amending Decree of the Prime Minister of 22 March 2016 (pertaining to the members of the team). On the basis of the assessment made by the Monitoring Team, it has been decided that the programme shall be continued; its new edition, to be implemented in the years to come, is currently at a planning stage. <http://www.spoleczenstwoobywatelskie.gov.pl/aktualnosci/krajowy-program-dzialan-na-rzecz-rownego-traktowania-na-lata-2013-2016>

#### Target Group

Victims of discrimination and persons at risk of discrimination, public administration, society at large.

#### MAIN CHALLENGES:

- Reconciliation of private, family, professional and public life.
- Strengthening the governmental institutional machinery for gender equality.



## PORTUGAL

Objective 1.  
Combating Gender Stereotypes and Sexism

## Education

Regarding Education, Protocols were signed between the Commission for Citizenship and Gender Equality (CIG)<sup>32</sup> and Mass Communication and Journalism Universities/Faculties in order to integrate gender issues in their curricula. Training seminars were held at those universities addressed to students and teachers, as well as some meetings with representatives of these universities in order to promote gender mainstreaming. These training seminars were also open to all journalists with a professional license.

Policy Changes: Through a joint initiative of the members of government with responsibility for education and equality policies, a National Strategy for Citizenship Education was recently approved and launched on 15 September 2017. The Strategy will be implemented in the 2017/2018 school year as a pilot project in 235 schools, at all levels of education. It includes equality between women and men, human rights, non-discrimination, diversity, and citizenship, as structuring axes. It will be extended to the entire education system in the coming school year.

Also, the integration of gender equality in the 2nd National Strategy for Development Education, conceived during the 1st semester of 2017, has been reinforced. This Strategy is co-ordinated by the public body responsible for development co-operation (Instituto Camões, I.P.) and includes, among its partners, the General Directorate of Education and CIG.

Reference should also be made to the Education Guide for Gender and Citizenship Project – continuous training for teachers in gender equality, co-ordinated by CIG. These training courses are funded by the Secretary of State for Citizenship and Equality and accredited by the Ministry of Education, and executed in partnership with the Ministry of Higher Education, Municipalities and teacher training centres under the Ministry of Education.

Under the current European Funds framework, the typology for training, on gender equality, financed through POISE<sup>33</sup>, also includes education professionals.

## Other activities

Crossing equality policies in the fields of work and education, the pilot project "Engineers for a Day" (*Engenheiras por um dia*) will be launched on International Girls' Day (11 October 2017), through an initiative of the Government Equality Area. This is developed as part of the strategic area of desegregation of professional choices of the Government's Agenda for Equality in the Labour Market and in Companies. This project aims to prevent the intensification of segregation in education and vocational choices and later professional careers by reason of sex and, in particular, the absence of women in the engineering areas and technologies. For this purpose, a protocol is being put in place between CIG, the Portuguese Technical University, schools and companies active in the relevant

<sup>32</sup> The Commission for Citizenship and Gender Equality (CIG) is the public Portuguese body that ensures the implementation of public policies in the field of citizenship and the promotion of equality between Women and Men. CIG co-ordinates the four national plans: V National Plan for gender equality, citizenship and non-discrimination (V PNI 2014-2017), V National Plan for preventing and combating domestic and gender violence (V PNPCVDG 2014-2017), that contains the III action programme for the prevention and elimination of FGM (2014-2017), III National Plan against trafficking in human beings (2014-2017) and the II National Action Plan for the implementation of UNSCR 1325 (2014-2018). CIG is legally under the responsibility of the Presidency of the Council of Ministers.

<sup>33</sup> Operational Program Social Inclusion and Employment <http://poise.portugal2020.pt/inicio>

sectors.

#### Target Group

Pilot project taking place throughout school year 2017-2018. It is targeted at lower secondary female students who are challenged to engage in different engineering tasks. It stimulates their interest in STEM areas and challenges the male dominated sector stereotype.

#### Non-sexist language in Public Administration

Political Changes: The Portuguese Government developed a communication strategy that promotes the use of non-sexist language by all ministries (internal and external communication), giving continuity to the execution of the Council of Ministers Resolution No. 64/2006, which recommends the use of a non-sexist language in order to "neutralize or minimize the specification of gender through the use of inclusive or neutral forms" in laws and normative acts (this is based on the Council of Europe Recommendation on gender equality standards and mechanisms (2007) which recommends to Member States the "elimination of sexism from language and promotion of language that reflects the principle of gender equality".)

Target Group: All Public Administration

#### Work life balance

The Government developed an online tool (*Portugal Concilia*) that maps all available services in the area of work-life balance for the general population (social equipment, support structures for children and other dependents, proximity services, mobility and transportation services, home services for ill people, disabled people and older people, among others).

### Objective 2.

#### Preventing and combating violence against women

The core national strategy to address violence against women is The V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017 (V PNPCVDG). The Commission for Citizenship and Gender Equality is responsible for the co-ordination and monitoring of the V Plan.

#### Legislative Changes

Since 2016, each ministry must foresee in its budget the funds related to domestic violence prevention, protection and assistance of its victims, informing thereof the member of the Government responsible for Gender Equality area.

This reflects Portugal's international commitments, namely the Beijing Declaration and UN Platform for Action of the United Nations and the Istanbul Convention. In 2016, seven ministries reported said allocation, in an amount of € 13 885 274.

Law no. 112/2009, of 09/16, amended and republished by Law no. 129/2015 of 03 September, which establishes the legal regime applicable to the prevention of domestic violence, to the protection and assistance of its victims, establishes in its article 80 - *Protocols: Each entity enters in its budget the charges arising from the execution of this law. The amount of the sums referred to in the preceding paragraph and their execution, as well as the estimate of the amount corresponding to exemptions granted to persons with domestic violence victims, shall be notified to the member of the Government responsible for equality by the end of the first quarter of the subsequent year.*

On the other hand, the recent Law no. 24/2017, of 05/24, amending the aforementioned Law no. 112/2009, of 09/16 establishes that the common exercise of parental responsibilities may be judged contrary to the interests of the child and mediation is prohibited if a coercive measure/an accessory penalty of prohibition of contacts between parents is decreed or if the rights of safety of domestic

violence victims are at risk; coercion measures involving the restriction of contact between parents are immediately communicated to the representative of the Public Prosecution Service; when a coercive measure is imposed or if there is an accessory penalty prohibiting contact between parents or if the rights and safety of victims of domestic violence are at serious risk, the Public Prosecutor's Office requests, within a maximum period of 48 hours after becoming aware of the situation, the regulation or alteration of the regulation of the exercise of parental responsibilities.

The new asylum law includes as applicants with specific needs, *inter alia*, persons who have been subjected to acts of torture, rape or other serious forms of psychological, physical or sexual treatment, such as victims of domestic violence and victims of female genital mutilation.

Complying with article 4-A - Law Nr. 112/2009, the Retrospective Homicide Review Team regulated by Administrative Rule no. 281/2016, 26 October started working in 2016. The General Secretariat of the Ministry of Internal Affairs (SGMAI) is a permanent member of this Team and ensures logistical and administrative support for its operation. The security forces are also involved in this Team through non-permanent members.

Also, recent changes to the law regulating the attribution of income support allowance (*rendimento social de inserção*) establish that requests submitted by victims of domestic violence must be decided within a maximum period of 20 days (Decree Law nr 90/2017, of 28 July, amending Law nr 13/2003, of 21 May), whereas the general rule is 30 days.

The Government has recently placed under legislative procedure a draft Regulatory Decree that aims to establish the conditions for the organization and operation of support centres, emergency vacancies and shelters that are part of the national support network for victims of domestic violence

#### Policy Changes

Since 2016, a new decentralization strategy to prevent and combat domestic and gender-based violence was launched, based on a joint and networked effort involving the central public administration, the local public administration and local NGO's, stimulating networking and promoting territorial decentralization of actions. A strong focus is put on responding to the needs of inland areas that have less accessibilities and services, thus catering for the most domestic and gender violence service deprived areas. Under this strategy, 9 protocols have already been signed. In order to increase decentralized assistance / support to victims (especially in rural areas where public transport response is insufficient), the State has attributed to 14 service structures (in mainland) with one vehicle each.

The strategy to prevent and combat domestic and gender-based violence lays on regional and local specific services, emphasizing training, awareness raising and networking between social protection, security services and non-governmental organisations. The V National Plan against violence aims to build a progressive national coverage of victim support and protection services.

Very innovatively, since March 2017, victims of domestic violence and relevant professionals have access to a phone app that provides information on all support services available in the country, ways to file a complaint or a request for information, and entities that provide legal or psychological counseling. The app allows direct telephone calls or electronic messages to these services. The App is used not only by victims but also by professionals who need to access this kind of information.

On the other hand, the Government has been developing, together with NGOs, services that cater for groups with specific needs, such as LGBT persons, including LGBT youth.

Also in this line, in a partnership with the Ministry of Justice and an association against violence (AMCV), a crisis center for victims of sexual violence was opened in the end of 2016.

Also in the end of 2016, a shelter for men who are victims of domestic violence was opened with 10 vacancies.

#### Other activities

2016 - Studies promoted by CIG:

- The Commission for Citizenship and Gender Equality promoted an *evaluation study on the degree of satisfaction of users of the national support network for domestic violence victims*. The study was contemplated in measure 49 - Strategic Area 5 – of the V Plan
- In accordance with V Plan - measure 23 - *To define minimum operating requirements for the structures integrated within the national support network for victims of domestic violence, and for their supervision and technical follow-up*, CIG also developed a *minimum standard guide for the national domestic violence network*.
- CIG and The Judicial Studies Centre (CEJ) published the Manual "*Domestic Violence - Sociological, Psychological and Juridical Implications*". This e-book written by several CEJ and CIG professionals, aims to be a multidisciplinary manual aimed primarily at justice professionals (and others). It is a pioneering and reference document for justice professionals.

The Government recently commissioned a study to evaluate the public policies that have been developed since the first action plan against domestic and gender based violence. This will be done with the involvement of different universities that have been specializing in this area.

2016 Shelters:

- Portugal has 39 shelters available for women victims of domestic violence and their children, with a total of 669 women vacancies in the country (including both autonomous regions). As mentioned above, there is also, since October 2016, a shelter for men victims of domestic violence (10 vacancies). In addition to these long-term services (the law provides up to 6 months accommodation with the possibility to extended accommodation for an equal period), there are 126 emergency vacancies aimed at crisis situations and the need for immediate and short-term security. These vacancies allow that accommodation in a shelter will only take place when it is strictly necessary and when re-victimisation risk justifies it. The occupancy rate of shelters is around 78% and of emergency accommodations is considerably lower. It should also be noted that this national support network is fully financed by the Portuguese State and managed by NGOs that establish co-operation agreements with the state.

2016 Campaigns:

Campaigns promoted by :

- *Campanha contra a violência no namoro – Quem te ama, não te agride! (Date violence – Who loves you doesn't attack you, 2016)*.

Other national campaigns and awareness raising activities from the Civil Society in partnership with The Commission for Citizenship and Gender Equality:

- *Campanha Nacional «Comunidade Ativa contra a Violência» (Active Community against Violence 2016)*

In the International Day for the Elimination of Violence against Women (25th November), the Portuguese Government, through the Secretary of State for Citizenship and Equality, and a group of Non-Governmental Organisations, associated with the Commission for Citizenship and Gender Equality and the Public Prosecutor's Office, launched a campaign the "Active community against violence " campaign. This National Campaign was also complemented by a Proximity-local Campaign, (approx. 41 local actions alluding to VaWG).

- Campanha Nacional contra a Violência no namoro (*National Campaign on Date Violence – Change Course: Dating violence is not for you*, 2016) – re-edited on Valentine's Day 2017. In partnership with associations and academic federations, this was first launched by the Secretary of State for Citizenship and Equality and some NGO in October 2016.
- In *July 2016*, a campaign entitled "the right to live without FGM", was launched in Lisbon, Oporto and Faro airports. Since then, this campaign has been replicated on Easter and Summer school holidays, known to be a time when families travel to their countries of origin taking his daughters, and there is risk of being subjected to the practice . The NGOs and the immigrant association's representative of the risky communities that take part in the working group responsible for the implementation of the national action Programme against FGM, have been active partners in this public awareness-raising campaign(s).

2016-2019 Projects:

#### Prevention of sexual violence in intimate relationships:

In the last 2016 quarter, CIG presented a project to the European Commission - Directorate General Justice and Consumers - under the restricted call for proposals JUST / 2016 / RGEN / AG / VAWA - Action grants to support national information, awareness raising and education activities aimed at preventing and combating violence against women Under the Rights, Equality and Citizenship Programme(2014-2020). The project - prevention of sexual violence in intimate relationships was designed and presented by CIG to the European Commission in partnership with the Social Security (ISS, IP), the Directorate General of Health (DGS), the Ministry of Justice (MJ), the General Directorate of Education (DGE) and the Directorate General of School Institutions (DGEstE) and the General Secretariat of the Ministry of Internal Affairs (SGMAI).

The project aims to raise awareness of professionals of these five sectors (professionals in the public administration, considered as key actors to implement prevention programmes regarding sexual violence in intimate relationships). These different professional sectors, as partners in the Domestic Violence Victims National Support Network, are the target public of the project and will learn to recognize, in the context of their intervention, the problem of sexual violence in intimate relations and adapt their attitudes and behaviours regarding the problem. This is an action/research project composed of four distinct phases: a 1<sup>st</sup> phase of diagnostic evaluation aiming at knowing and systematizing beliefs and attitudes of the five sectors regarding sexual violence in intimate relations; a 2<sup>nd</sup> phase consisting on designing an awareness and information campaign for each professional group; a 3<sup>rd</sup> phase – National and sectoral Campaign implementation; and a 4<sup>th</sup> phase - impact assessment. The project started in May 2017 and ends in November 2019.

#### FGM

The 24 February 2017 marked the beginning of the 4th Edition of the Post-Graduation on Sexual and Reproductive Health, specialised on FGM. This Post-graduation is a result of a Protocol signed between the Higher School of Health of Setúbal, General-Directorate of Health, Family Planning Association and CIG and counted with the participation of 30 health professionals (Doctors and Nurses).

On the International Day on Zero Tolerance to FGM the II Regional Meeting for Integrated

Intervention to End FGM took place (6 February 2017). This initiative enabled the debate with over 150 individuals coming from practicing communities, activists of women's rights and professionals from several sectors.

The Prize "Against FGM – Change the Future Now" was created in 2012 by CIG. The Prize is addressed to NGO's working for the promotion of the rights of immigrants, and aims to distinguish and finance those projects aiming to eradicate FGM. In February 2017, CIG awarded 3 NGO's with this Prize.

A documentary film on FGM supported by the Government was presented to the public and exhibited on national public television (in Portugal and RTP Africa). The documentary focuses on the reality of women victims of FGM in Portugal. See in: <http://www.rtp.pt/programa/tv/p33995>.

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

#### Legislative Changes

In the State Budget Law 2016, the Parliament approved a proposal to exempt victims of domestic violence from paying court fees that implies that any victim of domestic violence intervening as an assistant in legal proceedings of this type is exempted of any payment. This measure aims to eliminate the financial constraints that may hinder the decision of victims of domestic violence to seek redress.

Public prosecution is also developing integrated responses to accelerate the investigation of crimes of domestic violence and adequately protect victims, including women, children and the elderly.

Guidelines and technical assistance are still being provided to help courts assess the risk of recurrence of domestic violence, and other national and international projects in this regard are ongoing, including the reformulation and improvement of victim-identification and risk assessment forms, participation in several national and international working groups, dissemination of information and development of training materials for relevant professional groups.

Protocols among relevant public and private actors have been signed in order to facilitate reporting, victim identification and risk assessment.

Several measures have been adopted in the area of forensic medicine, such as training courses for medical experts dealing with domestic violence cases, scientific meetings and protocols to coordinate interventions in this area.

#### Tele-assistance

This programme arose from the need to ensure protection and security to victims of domestic violence and decrease their risk of revictimization and is co-ordinated by CIG. It aims to increase the protection and security of the victim, ensuring 24 hours/a day, and free of charge, adequate response to emergency and crisis situations. Victims of domestic violence have access to this Programme whenever they are at-risk of revictimization, have specific security needs and a Criminal Court decides on her/his protection. The psychosocial support and protection by Teleassistance is operated for a period of time not exceeding six months, renewable by Court decision. The decision can only be taken after the victim's consent is given. It is considered that Teleassistance is especially suited for the following situations: high revictimization risk; low social support; no cohabitation with the aggressor.

In 2017, and until present date, 526 protection orders were decreed by court.

This programme has allowed for the use of 2 768 devices (since 2011)

#### Objective 4.

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

###### Legislative Changes

Law 62/2017, of 1 August, establishes the balanced representation between women and men in management and supervisory bodies of the State Owned Companies and listed companies.

This law establishes the minimum threshold of individuals of each sex that must be appointed for each management and supervisory body in the companies:

1. In *State-Owned Companies* – 33.3% of the underrepresented sex as from 01/01/2018);
2. In listed companies: 20% of the underrepresented sex, as from 01/01/2018 and 33.3%, as from 01/01/2020.

According to this law, State-owned companies and listed companies are also obliged to approve annual Equality Plans, which are tools to promote practices and measures aimed at achieving an effective equality of treatment and opportunities between women and men.

CIG is responsible for monitoring implementation of this law and will carry out regular publication of data of the composition of bodies in the targeted companies.

This Law is part of the current Government's Agenda for Equality in the Labour Market, and in Companies, in the strategic area of balanced representation of women and men in decision-making positions.

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

###### Policy Changes

The year 2016 represents a turning point regarding territorialisation of public policies under CIG coordination, both in the area of citizenship, gender equality and non-discrimination as in the area of combat gender-based and domestic violence. A new networking strategy was developed and implemented which required CIG to further strengthen its presence on the ground. This new cycle has resulted in a significant increase of training actions for strategic sectors and publics, especially at local level.

During 2017, in addition to the regular actions referred above, there is a training reinforcement for Local Advisors for Equality and Members of Local Equality Teams, organised in an Intermunicipal perspective.

###### Target Group

All the municipalities.

###### Policy Changes

Programme *PT07 - Mainstreaming Gender Equality and Promoting Work-Life Balance*<sup>34</sup>

Programme Operator: Commission for Citizenship and Gender Equality (CIG)

CIG was appointed Programme Operator of the Programme PT07 in 2013 and financed 12 projects that addressed some of the main gender equality issues faced in Portugal, with a focus on work-life

<sup>34</sup> Financial Mechanism of the European Economic Area, under the European Economic Area Grants, Norway, Iceland and Liechtenstein, as Donor States

balance, sexual and moral harassment in the workplace, and women's participation in decision making bodies. Special focus was given to research and data collection, which informed policy and decision-makers in their efforts towards achieving greater gender equality.

The programme consisted of three pre-defined projects:

- ✓ A white paper "Men's Roles in Gender Equality Perspective";
- ✓ A national survey on time use by men and women; and
- ✓ A research study on sexual and moral harassment in the workplace.

In addition, the programme included two open calls for proposals which supported the development of tools and methods to promote gender equality for companies and at the local level.

A small grants scheme provided small scale funding to entities implementing methods and tools for the impact evaluation of legislative measures on the promotion of gender equality.

The final results demonstrated the following :

- ✓ Gender stereotypes persist in society, reinforcing the perception that unpaid work, including domestic and care work, is mainly a woman's duty.
- ✓ Low use of shared parental leave by fathers. Parental responsibilities are still seen as a "women's issues" and a private matter. Paternity is not given the same social value as maternity. Employers continue to resist a more caring masculinity, refusing to recognize that the right of father's to take up leave is enshrined in the law and to see the benefits of men enjoying parental leave.
- ✓ High rates of bullying and sexual harassment in Portugal (well above the European average), and most commonly perpetrated by men against women.
- ✓ Lack of awareness and capacity of local authorities and companies to develop and implement effective measures and tools to achieve gender equality.
- ✓ Lack of a reliable and updated data system with sex disaggregated statistical indicators.

More information: <https://eeagrants.cig.gov.pt/en/>

Portuguese High Commission for Migration

The High Commission for Migration (ACM)<sup>35</sup> has the mission of collaborating on determining, executing and assessing the public, transversal and sectorial policies concerning migrations that are relevant for the integration of migrants in the national, international and Portuguese-speaking contexts, for the integration of the immigrants and ethnic groups – in particular, the Roma communities – and for managing and valuing of the diversity between cultures, ethnics and religions.

With regards to migrant women, the Strategic Plan for Migration (PEM) [http://www.acm.gov.pt/documents/10181/222357/PEM\\_ACM\\_final.pdf/9ffb3799-7389-4820-83ba-6dcfe22c13fb](http://www.acm.gov.pt/documents/10181/222357/PEM_ACM_final.pdf/9ffb3799-7389-4820-83ba-6dcfe22c13fb) (2015 and 2020), adopts specific measures for the promotion of equality between women and men and to reinforce personal autonomy and professional and civic integration of migrant women in the Portuguese society.

Regarding this and recognizing the importance of mainstreaming gender equality in the area of migration, the Portuguese High Commission for Migration is strengthening its commitment to develop measures and actions concerning migrant women, including refugees. At the present time, ACM is developing an assessment on how to better respond to the needs of these women. This is being done in co-operation with relevant stakeholders, namely public authorities and NGOs. This co-operation is a very important element in order to guarantee that all actions taken by the different

<sup>35</sup> <http://www.acm.gov.pt/acm>



stakeholders complement each other, thus guaranteeing more co-ordination and effectiveness.

With regards Roma women, the Fund to Support the Activities of National Roma Communities Integration Strategy (FAPE) <http://www.acm.gov.pt/-/fundo-de-apoio-a-estrategia-nacional-para-a-integracao-das-comunidades-ciganas-fape> launched by the Portuguese High Commission for Migration in 2015, as well as the National Roma Communities Integration Strategy (2013-2020) <http://www.acm.gov.pt/-/estrategia-nacional-para-as-comunidades-ciganas-enicc-concig> are seen as important framework tools for intervention priorities. Apart from the sectorial axis – which underlines the importance of a global approach to provide answers to matters of importance for Roma communities – a transversal axis aiming to provide solutions in multiple areas, including gender equality issues through capacity building and empowerment of women, was conceived. This Strategy promotes the empowerment of Roma women through mediation and women's associations, ensuring that Roma women are represented and to encouraged their acquisition of additional skills.

Within the National Roma Communities Integration Strategy, for the 2016/2017 school year, ACM attributed 25 scholarships to university students from Roma communities (11 men and 14 women). Part of this programme includes tracking the success of Roma students aiming at inverting the dropout tendency, by bridging families and schools. This initiative has been re-launched for the 2017/2018 school year with 30 scholarships.

This project reflects the effort in mainstreaming gender equality within public policy by including a 40% mandatory requirement for each sex representation, therefore promoting gender parity.

Regarding prevention and combat violence against women, ACM integrates, since October 2007, the Intersectorial Working Group for the Elimination of Female Genital Mutilation co-ordinated by CIG. This Working Group is responsible for coordinating the Programme of Action for the Prevention and Elimination of Female Genital Mutilation, currently in its third edition.

ACM works cooperatively in this area: integrates the Jury of the Prize “Against FGM – To Change the Future Now”, promoted by CIG, and participates in the organization of the Regional Meeting on FGM, which was already held twice (February 2016 and February 2017).

It is also relevant to mention that ACM is preparing two awareness raising sessions on the topic of FGM for professionals working in ACM. Considering the risk of FGM among women arriving from Eritrea, ACM is also developing training courses on the same topic but with a more detailed plan (two and a half days). This training is targeted for institutions responsible for the reception of refugees from Greece and Italy, under the relocation and resettlement plan, within the framework of the European Agenda on Migration.

#### Target Group

Migrants, including refugees and Roma communities; professionals working with migrants, including refugees, and working with the Roma communities.

#### Ministry of Planning and Infrastructures

##### Legislative change

The law that establishes the Public Procurement Code (CCP) has recently been updated. Entities that fail to comply with equality and non-discrimination rules may be excluded from the public procurement process.

Moreover in the tender documents, criteria can be established as elements that must be complied

with by tenderers during contract execution, and that aim at: a) putting in place measures to promote equality between women and men and promote equal pay; b) increasing participation of women in the labour market; putting in place measures to promote work-life balance.

This means that conditions can be imposed on companies with regards the execution of awarded contracts, such as: a) minimum representation of workers of each sex in the execution of the contract or in leading positions; b) equal pay for workers executing the contract; c) applying work-life balance measures to workers executing the contract.

#### Target Group

Public and private entities that receive funding or apply to provide services to the State.

#### MAIN CHALLENGES:

December 2017 sees three national actions plans coming to an end (V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017; V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017; and III Programme of Action for the Prevention and Elimination of Female Genital Mutilation). Therefore, procedures for the planning of the coming period are already ongoing which is to align with Portugal's international commitments.

This is therefore a time to reflect on the Strategy for the future, which coincides with the beginning of the new strategy of the Council of Europe.

On the other hand, collection of reliable, up to date and comparable sex disaggregated data continues to be a challenge in several areas. The Government is investing in this area to develop a national statistical system with reliable and comparable data on gender equality (to support high quality research and better informed and evidence-based policies).

#### ADDITIONAL COMMENTS

CIG celebrates its 40th anniversary this year since its institutionalization on November 17<sup>th</sup>, 1977. In this context, it is planned to hold, in partnership with the Office of the Secretary of State for Citizenship and Equality and with civil society organisations, a series of initiatives aimed at giving visibility to the work that the Commission has been developing over the past four decades, as well as the contribution of all those within and outside CIG who have been working to advance equality between women and men in Portugal.

#### HUMAN TRAFFICKING

##### Legislative Changes

In September 2016 the Eleventh Amendment to the Labour Code (by Law No. 28/2016, 23/08) was published, which aims to combat modern forms of forced labour by extending Responsibility for workers' claims to the most diverse actors in the hiring and subcontracting chains.

Reference should also be made to Council of Ministries Resolution n.º 104/2017, of 17th July – National Strategy for Integrated Border Management – Special Unit Anti Trafficking.

##### Policy Changes

*Protocol between SEF (Immigration and Border Service) and IOM/Lisbon Office regarding the Assisted Voluntary Return (ProgrammeARvoRe) – funded by the Asylum, Migration and Integration Fund (AMIF)-*

##### Other activities

In the second semester of 2016 a new Specialized Multidisciplinary Teams for the Support to

Victims' of Trafficking was implemented, managed by the NGO Family Planning Association. At present, there are 5 Teams (one in the north; one in the centre; one in Lisbon region; one in Alentejo; and one in Algarve).

These teams are involved in the identification and provision of support to victims of trafficking, articulating with law enforcement agencies and providing all possible arrangements with regards victims' needs in terms of security, health, accommodation, safety return, integration in a specific THB shelter.

They consist mainly of psychologists and social workers.

It was implemented in the second semester of 2016 a new Regional Networks for victims of trafficking. At the present moment there are 5 Regional Network (North, Centre, Lisbon, Alentejo and Algarve) each one integrating via Protocols, local governmental and non-governmental partners such as NGOs, Law Enforcement Agencies, Health entities, Employment Agencies, local authorities, children's protection structures, amongst others.

The aim is strengthening partnerships and facilitating communication at a regional level as an essential methodology for immediate and effective responses towards victim's flagging / identification and assistance processes.

These Regional Networks plan their annual action through joint meetings and monitoring committees, promoting training actions between partners and carrying out joint actions, such as awareness campaigns or interventions in response to indicators or suspicion of THB.

A national campaign was launched on October 2016 against trafficking in Human Beings, with a focus on child trafficking:

- Focus: Child Trafficking.
- Media: Radio; Regional Press; Mupis (namely at railway stations); TV; Cable Channels; News and broadcast advertising, namely on malls.
- Dissemination: Radio, Press, ATM, Mupis, TV, Radio and Press

Campaign available at: <https://www.youtube.com/watch?v=QLqtg2IzOgk>

During the relevant period Portugal continued to develop training among different strategic agents such as judges and prosecutors, Immigration and Borders Service (SEF), Judiciary Police, other police forces (PSP and GNR), Authority for Working Conditions (ACT), social workers and medical personnel. Some of the training on THB is in the context of their initial or in-service training.

RUSSIAN FEDERATION
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Objective 1. Combating Gender Stereotypes and Sexism
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Other activities

Supported by the "Zhurnalistka" International Club, Gender Faction of the "Yabloko" political party, moderators of Internet communities "FACTY\_ANTIseksism\_ANTIshovinizm" and "FemUnity", the Sexist of the Year – 2016 prize was awarded.

Target Group

The media, deputies of the State Duma of the Federal Assembly of the Russian Federation, advertisers, religious organisations.

Objective 2. Preventing and combating violence against women
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Legislative changes

The Directive of the Government of the Russian Federation No. 410-r of 8 March 2017 approved a National Strategy of Action for Women 2017-2022.

The strategy contains a section entitled "Preventing Social Deprivation of and Violence against Women" that pursues the following objectives:

- improve and liberalise the laws regarding women held in detention facilities for lesser crimes, including women with children;
- improve the laws to establish a legal framework for social support for women released from detention facilities, including women with children, that would also provide for a social integration and reintegration systems for such women;
- improve the laws on preventing domestic violence through the development of effective mechanisms for preventing violence against women and children, expansion of awareness-raising programmes on prevention of violence against women, including for law enforcement officials, judges, public health officials, psychologists and social workers providing assistance to women in crisis situations; through the development of institutions that offer services to women and children who have suffered (or suffer) domestic, sexual or other forms of violence, including crisis centers for women as a security measure during the settlement of a conflict, in particular a family one, that has led to violence; and through the assistance to non-profit organisations providing shelter to the victims of violence and offering them psychological and social support, etc.

Other activities

An awareness-raising campaign on countering child abuse is being conducted under the Action Plan for 2015-2017 to implement key provisions of the 2012-2017 National Strategy of Action for Children approved by Directive of the Government of the Russian Federation No. 167-r of 5 February 2015.

The results of the first competition between the non-profit organisations (NPOs) participating in the development of civil society institutions and carrying out projects of social significance, as well as projects in the field of social service, social support and protection of citizens and protection of human and civil rights and freedoms were summarised on 1 July 2017.

The winners include organisations providing services to the women who have suffered violence or found themselves in a vulnerable situation:

- National Foundation for the Prevention of Cruelty to Children.

- Vologda autonomous non-profit organisation providing support to socially oriented initiatives "Sinyaya Ptitsa" with its project "We are against Violence".
- Irkutsk charity foundation "Obereg" with its project "Path of a Kind Mom. Support for and Development of Positive Parenthood in Families in Vulnerable Situations, Prevention of Domestic Violence".
- Local religious organisation of the orthodox parish of the Rostov-on-Don St. Joachim and Anna church of the Rostov-on-Don eparchy of the Russian Orthodox Church (the Moscow Patriarchate) with its project "Crisis Apartment for Women with Children and Pregnant Women Seeking Asylum", and others.

#### Target Group

Deputies of the State Duma of the Federal Assembly of the Russian Federation, legislative bodies, executive bodies of the constituent entities, NPOs, the media.

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

##### Other activities

In accordance with Federal Law No. 324-FZ On Free Legal Aid in the Russian Federation of November 21, 2011, public policy in matters concerning the provision of free legal aid to citizens is the combination of procedural, institutional, socio-economic, information and other measures taken to guarantee the rights of citizens to receive free legal aid.

Public policy in matters concerning the provision of free legal aid to citizens is implemented by the federal executive bodies, the government bodies of the constituent entities of the Russian Federation, local government bodies as well as by the individuals and legal entities that provide free legal aid specified by this federal law and other federal laws.

Free legal aid is provided in the form of: legal advice in verbal or written form; drawing-up of statements, complaints, petitions and other documents of a legal nature; representation of a citizen's interests in court as well as government and municipal bodies and organisations in the cases and in the manner prescribed by this Federal Law and other federal laws and laws of the constituent entities of the Russian Federation; as well as in other forms.

Individuals with higher legal education may provide all types of free legal aid.

Official and legal information is published on the official legal information Internet portal <http://www.pravo.gov.ru>.

Legal information on the authorised sphere of activities is published on the official sites of federal executive bodies.

In accordance with Federal law No. 59-FZ on the Procedure for Handling Applications of Citizens of the Russian Federation of 2 May 2006, women as well as any other citizens have the right to apply in person and also to submit individual and collective applications, including associations of citizens – among them legal entities, - to state bodies, local self-government bodies and their officials, state and municipal institutions and other organisations charged with performing functions of public significance and their officials; as well as the right to submit applications, proposals, petitions for assistance in realising their constitutional rights and freedoms or the constitutional rights and freedoms of other persons or information about the violation of laws and other regulatory legal acts, flaws in the work of state bodies, local self-government bodies and officials or criticism of the activity of the said bodies and officials; complaints for restitution or protection of their rights,

freedoms or legitimate interests or the rights, freedoms or legitimate interests of other persons that have been violated.

State support is provided to the NPOs that protect citizens' rights and freedoms.

Target Group

Individuals of both sexes, legal entities, NPOs, public organisations.

Objective 4.

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

Legislative changes

In order to increase participation of citizens and organisations in social life, the state offers support to the activities of social NPOs aiming to provide services of public significance.

The Decree of the President of the Russian Federation No. 398 of 8 August 2016 establishes priorities in the provision of services of public importance, which include:

- provision of social and household services to facilitate everyday life of social service beneficiaries;
- provision of social and medical services to maintain and protect health of social service beneficiaries through provision of care, assistance in the organisation of health-improvement activities, systematic examination of social service beneficiaries aimed at detecting any defects in their health;
- provision of social and psychological services that involve assistance in improving the psychological state of social service beneficiaries to enable them to adapt to social environment;
- provision of social and pedagogical services aimed at preventing deviations in behaviour and personality development of social service beneficiaries, shaping positive interests in them, providing families with help in child upbringing;
- provision of social and labour services in order to assist with employment and solving other problems related to labour adaptation, assistance in employment and labour adaptation of the youth, mothers with children, persons with disabilities and elderly persons, individuals released from detention facilities and others.

The Decree of the President of the Russian Federation No. 137 of 3 April 2017 established the Co-ordination Committee on Organisation of Competitions to Qualify for Grants of the President of the Russian Federation for the Development of Civil Society, its statute was approved.

Order of the Administration of the President of the Russian Federation No. 146 of 20 April 2017 establishes procedure for the provision of federal subsidy to the fund-operator for presidential grants for civil society development. The fund is authorised to award grants of the President of the Russian Federation to non-profit organisations on the basis of open competition.

The Directive of the President of the Russian Federation No. 93-rp of 3 April 2017 envisages state support for the period of 2017 to the non-profit organisations that participate in the development of civil society institutions and implement projects of social importance and those aiming to protect citizens' human rights and freedoms.

There are 970 non-profit organisations from 79 regions listed among the winners of the 2017 competition. The amount of the grants offered in the follow up to the first competition totalled 2 250 mln rubles.

#### Other activities

The results of the first competition of non-profit organisations that participate in the development of civil society institutions and implement projects of social importance and those aiming to protect citizens' human rights and freedoms were summarised on 1 July 2017.

The winners are:

- Regional public organisation "The Moscow Helsinki Group" with its project "Human Rights Agenda for Contemporary Russia".
- Association "Yuristy za Grazhdanskoye Obshchestvo" with its project "Legal Support of Non-Profit Organisations".
- Crimean regional branch of the all-Russian public organisation of large families "Semyi Rossii" with its project "Support for and development of the *Semeyniy Yurist* network of providers of free legal aid to large families in the Republic of Crimea".
- Chechen Regional Public Charitable Organisation "Zhenskiy Resursnyy Tsentr" with its project on legal aid for convicted persons.
- Public Organisation Armenian National and Cultural Autonomy "NAIRI" of Stavropol with its project on aid for migrants.
- Lipetsk Regional Public Organisation for legal assistance "Yuristy48" with its project "Territory of Law".
- Fund for scientific, social and educational projects "Pulsar" with its project on legal support for seniors.
- Sverdlovsk Regional Public Organisation "Ural'skaya Assotsiatsiya Bezhentsev" with its legal aid project and others.

#### Target Group

NPOs, government bodies of the constituent entities of the Russian Federation

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

#### Legislative changes

Federal Law No. 200–FZ On the Amendments to the Criminal Procedural Code of the Russian Federation on the Protection of the Rights of the Children Whose Parents are Serving a Sentence of Imprisonment of 26 July 2017 was adopted. It is intended to improve the detention conditions for women, prolong parent-child visits on weekends and holidays with accommodation outside the correctional facility but within the municipal unit where the facility is located, grant up to two additional long parent-child visits on weekends and holidays with accommodation outside the correctional facility but within the municipal unit where the facility is located, and grant four leaves per year for prisoners who maintain good behaviour to visit their children for the period of up to 15 days for each visit, not counting travel time in both directions in cases of children with disabilities.

Prisoners serving their sentences under the less-strict regime are allowed, for the purpose of the effective social adaptation upon their request based on the decision of the head of a penal colony six months before the end of the sentence, to live or work outside the penal colony under the surveillance of the penal colony administration. Upon request, convicts are allowed to live outside the penal colony with their children or other family members in dwellings owned or used by them.

#### Policy changes

A Co-ordination Board within the Government of the Russian Federation for the implementation of the 2017-2022 National Strategy of Action for Women was set up by Decision of the Government of the Russian Federation No. 1520 of 28 December 2016.

The membership of the Co-ordination Board was approved by Directive of the Government of the Russian Federation No. 2929-r of 31 December 2016.

The Co-ordination Board is led by the Deputy Chairman of the Government of the Russian Federation.

The 2017-2022 National Strategy of Action for Women was established by Directive of the Government of the Russian Federation No. 410-r of 8 March 2017.

An Action Plan to implement the first stage of the 2017-2022 National Strategy for Women in 2017-2018 was developed.

#### Other activities

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 working group of the Eurasian Women's Forum, a discussion and presentation platform, functions on a full-time basis. A special informational resource, the internet portal of the Eurasian Women's Forum, is operational. It covers all spheres of activities, in which women are involved.

International Forum "Women in Dialogue. Charity without borders" was held (17-18 November 2017, Ufa, the Republic of Bashkortostan);

A new discussion platform to address the relevant development challenges in sports, women's club "Women in Sports: Uniform Rules Play", was created (October 2016).

Together with the Federal Corporation for the Development of Small and Medium Business, a roadmap for the development of women's entrepreneurship has been developed to give women better access to information, education and markets.

Within the framework of the annual national project competition in social entrepreneurship, "The Best Social Project of the Year", which is held in the 'margins' of the Russian Investment Forum in Sochi, a special nomination of the Federation Council "The Best Project in Social Entrepreneurship Implemented by a businesswoman" was established in 2017 for the first time.

#### Target Group

The Federal Assembly of the Russian Federation, federal executive bodies, executive bodies of the constituent entities of the Russian Federation, non-governmental organisations, trade unions, employers.



## SPAIN

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Legislative Changes

Entry into force on 1 January 2017 of the *extension of paternity leave from two to four consecutive weeks*, in case of birth, adoption or fostering of a child, with two additional days for each child as from the second in the case of multiple births, adoptions or fostering, foreseen in Law 9/2009 of 6 October, and whose entry into force in 2011 was delayed in the subsequent General State Budget Acts.

## Other activities

From 1 August 2016 to 31 July 2017, the *Observatory of Women's Image* of the Institute of Women and for Equal Opportunities (hereinafter, the Institute) has received 980 complaints involving 499 companies and the media, of which 64% (629) correspond to advertising content and 36% (351) to non-advertising content: media (226) and other sectors and activities (125).

During the reference period, the Observatory of Women's Image has also carried out the following actions:

- 98 requirements and sexist claims.
- 48 recommendations to improve the treatment of women's image.
- 3 reports submitted to the State Law Service to initiate judicial proceedings.
- 7 claims forwarded to the competent body on account of its subject matter; for example the Government Office for Gender-based Violence, city councils.

The *Virtual School of Equality*, of the Institute, currently in its seventh edition (September 2016-September 2017), provides online gender equality training aimed at the population in general and professionals of different fields in several areas. In this edition, 21 000 places have been offered including equal opportunities training for State Security Forces and for the design and implementation of equality plans and measures in companies.

The 8th edition of the Virtual School of Equality will start in September 2017. It will continue providing gender equality training in different areas until September 2018, with an expected participation of 21 000 persons.

The *Anonymous Curriculum Vitae project for staff recruitment* has been joined by 74 entities (especially companies) which will design, implement and assess the use of anonymous or blind curriculum to avoid possible gender biases in recruitment and, if applicable, in career promotion processes. Work with entities that have joined the project is planned in order to design the most adequate procedures and models to facilitate the implementation of the anonymous curriculum and/or un-personalised recruitment processes. After this work has been carried out, the implementation phase and its evaluation will follow.

The *"Equality League" Programme on work-life balance and equal sharing of family and domestic responsibilities between women and men*, was launched by the Institute during the months of March to June of 2017 with the firm belief that education in matters of shared responsibility and work-life balance is a key and necessary pillar for the advancement and achievement of equality between women and men in our society, and must start at a young age. Its aim is thus to raise awareness among children and young people, ages 6 to 20, on the importance of sharing family and care

responsibilities and the benefits it entails. To that end, the family is the fundamental core, the "team" for who we play in the league, and "home" is the "playing field".

The website created for this programme includes different teaching materials to be used at school and at home and an on-line photography, design and video competition for the targeted age group. In addition, a newsletter was sent to 21 500 schools.

#### Objective 2.

##### Preventing and combating violence against women

###### Policy Changes

- The "National Strategy for the Eradication of Violence against Women 2013-2016": All 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 being assessed in order to publish the Final Implementation Report.*
- A *National Agreement about gender based violence* is currently being negotiated among all the political parties, public Administrations and civil society.
- The Government Office against Gender-based Violence is currently working on a *new National Strategy for the Eradication of Violence against Women* for the 2018-2022 period.

###### Other activities

- *Awareness-raising campaigns and activities* to combat gender-based violence, some of them focusing on youth.
- The Annual Report released by the Spanish Council of the Judiciary in 2017 states that the number of protection orders and measures issued by Spanish Courts has increased by 4.6% with respect to 2015. These are regulated in *articles 544 bis and 544 ter* of the Spanish Law on Criminal Procedure and aimed to protect victims of gender violence.

#### Objective 3.

##### Guaranteeing Equal Access of Women to Justice

###### Legislative Changes:

- Law 2/2017 modifying Law 1/1996 on Legal Aid completes the advances initiated in 2015 in order to improve the effectiveness of the right to legal aid granted to most vulnerable groups, including women.

#### Objective 4.

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

###### Policy Changes

- Approval of the II National Action Plan on Women, Peace and Security (2017-2023) by the Council of Ministers on 28 July. This Plan has been elaborated by the Ministries concerned (Foreign Affairs and Co-operation; Defense; Education, Culture and Sports; Economy, Industry and Competitiveness; Home Affairs; Justice; Health, Social Services and Equality; and Employment and Social Security) together with civil society representatives. The aims and actions of the Plan cover conflict prevention; participation of women; human rights protection of women and girls; and, reparation and recuperation of victims of conflicts.

###### Other activities

- The Ministry of Health, Social Services and Equality and the Institute, has carried out the initiative "Mas Mujeres, Mejores Empresas" (*More Women, Better Companies*) since 2014

through which companies sign voluntary agreements, in which they commit themselves to reach specific targets regarding gender balance in decision-making positions and boards of directors. Companies also commit to develop and implement targeted measures to achieve those targets in a four-year period. Annual monitoring and an interim evaluation are being held. Until now, 141 companies have joined the initiative.

- To support companies in this endeavour, the IWEO promotes focused female development programmes and projects with a gender perspective: On the one hand, "*Promociona Project*", developed with the collaboration of the main Spanish employers' organisation (CEOE) has started in July 2017 the fifth edition with the participation of 135 female managers and about 90 companies.

Since it was launched in 2013, more than 430 high-profile women managers and more than 250 companies have participated so far. 33% of the participants in the first four editions have already been promoted. The project is being very well valued by participants and by the companies themselves. Additionally, some countries have shown special interest in replicating the project, within and outside Europe, such as Chili, who recently has launched its *Promociona Chile*, with Spanish support.

- On the other hand, the IWEO promotes a similar female development programme with the *Escuela de Organización Industrial (EOI)*, aiming to boost women in middle and senior management. 220 women have been enrolled in this programme since 2010. The programme also provides coaching and mentoring activities, promotes networking activities, and requires to participants the development of business equality plans. In addition, in the last two years, participants have voluntarily engaged in a social action aiming to develop female leadership within women with disabilities and mental disorders.
- 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*. Since last year report, awareness-raising, training and capability development activities have been developed with agrifood co-operatives in ten Spanish autonomous regions. Thanks to referred activities, gender equality has been included in the corporate regulation of many of the agrifood co-operatives. Additionally, 22 co-operatives and five federations of the agrifood sector have also joined the initiative "More Women, Better Companies".

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

###### Legislative Changes:

- *National Statistic Plan 2017-2020 approved by Royal Decree 410/2016 of 31 October*. This plan, as stated in its *ex-ante* gender impact assessment report, foresees the dissemination of sex-disaggregated data in statistics concerning natural persons, in accordance with article 20 of Act 3/2007 of 22 March for effective equality of women and men

###### Policy Changes

- In accordance with the *Strategic Plan on Equal Opportunities between Women and Men*, an *interim report* on the implementation of this plan was elaborated including actions carried out during 2014 and 2015.

In addition, the Institute is currently finalising the ex-post evaluation report of the Plan and preparing the main lines of action of the new Strategic Plan on Equal Opportunities between Women and Men, which will be later submitted for consultation and proposals to the different

Ministries and the Women's Participation Council, being finally adopted by Agreement of the Council of Ministers.

- The *Network of Equality Policies between Women and Men in the European Funds* was created in 2009, mandated by the National Strategic Reference Framework 2007-2013. The Network is the main fora for analysis and debate, dissemination of experiences and good practices, training, and continuous technical guidance, to improve the real and effective integration of the gender perspective in actions co-financed by the European Structural and Investment Funds. The Network is integrated by bodies of the General State Administration, the Autonomous Communities (Regional governments) and the European Commission, responsible for gender equality policies and management of European Funds.

Spain has been a pioneer in implementing a mandatory opinion to assure the integration of the principle of equal opportunities between women and men in the design and implementation of operational programmes financed by those funds in the 2014-2020 programming period.

In the plenary sessions of the Network that took place in 2016 and 2017, among other actions, methodologies and tools were presented for the follow-up of the mandatory Equality Opinion's implementation and for carrying out, in this new period, the mandatory Equality Evaluations.

#### ADDITIONAL COMMENTS

Please take note that we have included links to web pages via hyperlinks. They appear underlined in the text.

## SWEDEN

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Legislative Changes

On 12 June, the government proposed new legislation concerning unlawful intrusion of integrity (olaga integritetsintrång). The aim of this new legislation is to strengthen the protection against threats and violation on internet, and in social media, where women are particularly exposed. New legislation is planned to be in force 1 January 2018.

A governmental commission on better possibilities to combat discrimination has delivered its report in December 2016. The report has been submitted for consultations and is currently under consideration by the government.

## Policy Changes

In November 2016, the Government decided on 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. Within the outline the feminist government is especially focusing efforts on long-term and strategic measures, targeting structural gender inequality. To mention a few examples: setting up a national government agency for gender equality policy; launching a ten-year strategy to end men's violence against women – including honour-related violence and oppression, as well as prostitution and human trafficking for sexual purposes; modernising the parental leave insurance system to encourage gender-equal parenting among women and men.

## 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. Furthermore the government is working together with the Swedish Association of Local Authorities and Regions to engage men in gender equality and to alter traditional notions of masculinity.

## 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

The Non-Contact Order Ordinance (1988:691) was amended on 1 January 2017. According to the amendment, the duty to inform the municipal social welfare committee (which until then only included decisions on Non-Contact Orders when the parties have joint children under the age of 18) now includes decisions on Non-Contact Orders when one of the parties is living together with a child under the age of 18 or when a child under 18 has a right of access to one of the parties.

## Policy Changes

A comprehensive national ten-year cross-sectoral strategy to prevent and combat men's violence against women, including an action plan for the years 2017-2020, was decided by the Government in December 2016 and endorsed by the parliament in February 2017. The 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. The government has also declared its intention to establish a new government agency for gender equality in 2018. This agency will be commissioned to co-ordinate and support the implementation of the strategy.

#### Other activities

The government has taken a number of actions within the framework of the new national strategy, e.g. new commissions for government agencies concerning methods of identifying violence, risk and needs assessments, funding of NGOs 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 unfavorable 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 Objective 5). 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

As is outlined under Objective 2, a number of actions have been taken within the framework of the new national strategy to combat men's violence against women. Furthermore, reports from several inquiries are currently being considered by the government.

#### 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 Discrimination Act has been revised. According to the revised act, which entered into force on 1 January 2017, 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 revision implied a strengthening of the legislation, explicitly stressing that special measures introduced by employers should comprise leadership positions.

The government is of the opinion that the representation of women on company boards must increase. In January 2017, the Swedish Parliament stated in (Committee report 2016/17:CU6), that the government should ensure that the gender distribution on company boards continues to be a

matter for company owners to determine.

#### 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 long-term national objective is that by 2030, an equal number of women and men will be recruited as professors.

In 2016, the government tasked all public-sector universities and university colleges with producing a plan outlining their intended gender mainstreaming efforts and how gender equality will be integrated and become a part of their ordinary activities. This can include equal opportunities regarding research careers and combating gender-based study choices.

#### 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 on these boards was 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

In the written communication 'Power, goals and agency – a feminist policy for a gender-equal future' (Govt Comm. 2016/17:10), presented in November 2016, the Swedish feminist government states that gender mainstreaming is a prerequisite to implement gender equality policies. The overarching objective for the gender equality policy is that women and men shall have equal power to shape society and their own lives. A government decision for the time period 2016-2020 is guiding the work within the government offices. The government decision on gender mainstreaming covers all policy areas and processes in the government offices, but identifies a number of key processes that are consequently given special priority. The aim is that all initiatives and measures taken by the government contribute to gender equality. The government has taken initiatives in, among other areas, the welfare sector to achieve the gender equality policy goals. One example is the initiative to increase teachers' salaries and the national school development programmes to enhance the work on core values for schools, including work on gender equality, norm criticism and work to counter discrimination and degrading treatment. Another example is the initiative to strengthen quality and staffing in elderly care. In the abovementioned communication, the government announced that it intends to establish a gender equality agency in January 2018 to achieve a strategic, cohesive and sustainable governance, and effective implementation of the gender equality policy. The new agency will contribute to ensuring that gender equality policy priorities are reflected in governance of agencies and activities.

Gender budgeting, as an application of gender mainstreaming in the budget process, continues to be a priority area for the Swedish Government. Efforts to further develop gender budgeting in the state

budget have continued. The purpose of this work is to strengthen the application of a gender equality perspective in the budget process, so that policy reforms are based on gender equality impact analyses and policies are implemented with a gender-sensitive approach. In the preparation of the Budget Bill for 2018 the government has taken important steps to strengthen the application of gender mainstreaming. For example 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. The budget circular also includes a requirement to include a gender equality perspective and analysis in the preparation of the Budget Bill, as well as a requirement to present statistics disaggregated by sex when pertaining to individuals.

Sex disaggregated statistics, surveys and gender analyses are a basic prerequisite for making gender inequality in society visible and conducting an effective process of change. Access to such statistics needs to improve. Because of this, the government has introduced a requirement that all agencies that present individual-based statistics in their annual reports should present this data disaggregated by sex.

Gender equality policy is wide ranging and relevant to many policy areas and agencies. Effective governance tailored to relevant agencies is essential in order to achieve the gender equality goals. During this electoral period, the government will conduct an analysis of government agencies' instructions to identify needs for amendment with respect to gender mainstreaming. In addition to this, 60 public sector authorities participate in the government's ongoing programme for gender mainstreaming in government authorities. The participating authorities have initiated a wide range of activities, for instance education in gender mainstreaming for their employees and gender mainstreaming of the process of granting funds to researchers.

#### Other activities

In May 2017 the Swedish Government organised, in collaboration with the World Bank and The Swedish International Development Co-operation Agency (Sida), a round table meeting on gender budgeting. Both the Swedish Minister for Gender Equality and Minister for Finance participated in the discussions, alongside representatives from the World Bank and experts from Swedish actors with domestic and international experience of working with gender budgeting. The purpose of the round table discussion was to share lessons learned and to draw lessons, conclusions and recommendations to further develop and strengthen the work on gender budgeting.

#### MAIN CHALLENGES:

Until the new gender equality agency is up and running the challenge from previous years remain: to ensure a more coherent management of gender equality policy in order to provide the conditions for monitoring and analysing gender equality progress, and provide co-ordination and support.

#### ADDITIONAL COMMENTS

For further information about the Government Communication on the future gender equality policy of Sweden, as well as the national strategy to prevent and combat men's violence against women, mentioned in the questionnaire, please see <http://www.government.se/49c90f/globalassets/government/dokument/socialdepartementet/fact-sheet-summary-of-the-government-communication--power-goals-and-agency--a-feminist-policy>.



SWITZERLAND*
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## Objective 1.

## Combating gender stereotypes and sexism

## Legislative changes

The Federal Council would like to introduce a new method for calculating the degree of disability of persons working part time. The new calculation method should give equal weight to the consequences of damaged health on working and on the performance of normal duties. In the professional field, calculating the degree of disability should be based on the assumption of full-time work. Similarly, with regard to normal duties, the calculation should also be carried out as if the person was working full time. Household tasks and family responsibilities should also be better taken into account, which will make it easier to achieve a work-life balance. It also satisfied the requirement of the European Court of Human Rights that the method of assessing disability should not be discriminatory. The consultation process ended on 11 September 2017. The amendment to the regulation on disability insurance should enter into force on 1 January 2018 to provide quick clarification on the legal situation and ensure uniform application of the combined method:

<https://www.admin.ch/gov/fr/accueil/documentation/communiques.msg-id-66736.html>

## Target Group

Disability Insurance Offices (cantonal); insured persons (particularly insured women)

## Objective 2.

## Preventing and combating violence against women

## Legislative changes

Parliament approved the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) on 16 June 2017: <https://www.admin.ch/opc/fr/federal-gazette/2017/4011.pdf>. The Convention will probably enter into force at the beginning of 2018.

## Other activities

- The national conference on domestic violence held every year by the Federal Office for Gender Equality (FOGE) contributes to raising awareness and offers training on combating different types of violence against women. The 2016 event (on 22 November) focused on work with perpetrators of domestic violence. This year, the conference (on 14 November 2017) will focus on stalking (obsessive harassment).

The Confederation encouraged the development of a “network against female genital mutilation”. It will support the network’s 2016-2019 activities (providing information, raising awareness, encouraging prevention and offering advice) with an annual budget of 300 000 Swiss francs.

- The Swiss government is currently drafting several reports concerning violence against women:
  - Report on anti-stalking measures.
  - Report on the residence status of victims of domestic violence.
  - Report on managing threats originating from domestic violence.
  - Report on detecting intra-family violence involving children.
  - Report on health care provision in cases of domestic violence.

Target Group  
Federal and cantonal political authorities; NGOs

Objective 3.  
Guaranteeing equal access of women to justice

Other activities

On 14 June 2017, the Federal Office for Gender Equality (FOGE) published a study on the "[Analysis of cantonal case law relating to the law on gender equality \(2004-2015\)](#)". This analysis provides more information, particularly on the types of discrimination most frequently brought before courts, the outcomes of the proceedings depending on the type of discrimination and the implementation of specific procedural aspects of the law on equality. The study shows that salaries, pregnancy and motherhood are the grounds for discrimination most frequently brought before courts. It makes recommendations that serve as a basis for political authorities, the judiciary and the academic community when making decisions.



GIG-Analyse\_2017\_e  
n.pdf

(English version of study: main results, conclusion, recommendations)

Target Group

Political authorities, the judiciary (courts and arbitration authorities, members of the Bar), the academic community

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

Policy changes

- [Strategy regarding federal administration staff 2016-2019](#):
  - Entry into force of target values for gender distribution. The target values for the percentage of women in middle management are 33.0% - 40.0%.
  - Those for the percentage of women in senior management are 20.0% - 25.0%.
  - Checking that women and men are receiving equal pay.
  - Providing conditions that encourage work-life balance.

Other activities

On 30 September 2016, the Swiss government appointed Ms Pascale Baeriswyl as State Secretary and Director of Political Affairs in the Federal Department of Foreign Affairs (DFAE). She is the first woman to serve in this post (No. 2 in the DFAE).

Target Group

Federal authorities

Objective 5.  
Achieving gender mainstreaming in all policies and measures

Policy changes

[New strategy on gender equality and women's rights by the Federal Department of Foreign Affairs](#): Through its gender equality and women's rights strategy, the Federal Department of Foreign Affairs (DFAE) hopes to highlight its long-standing commitment. It also hopes to create conditions that facilitate gender mainstreaming in all policy fields. The DFAE strategy on gender equality and women's rights outlines six strategic objectives. Along with strengthening the economic

empowerment and political participation of women, the strategy aims to combat all forms of gender-based violence. It aims to strengthen women's rights with regard to their sexual and reproductive health, and make gender equality and women's rights a key component of all bilateral and multilateral activities. Importantly, it also seeks to ensure equal opportunities for women and men within the department itself. For each of the strategy's objectives, concrete measures are formulated and will be reviewed regularly.

#### Other activities

- Setting up the Interministerial Working Group within federal administration with a view to analysing, prioritising and implementing the CEDAW 2016 concluding observations:
  - Drafting "Roadmap" 2017-2020: action areas, measures, competences, timetable
  - Mainstreaming gender equality and women's rights issues within federal administration
  - Collaboration between the Federal Office for Gender Equality (FOGE) and equality offices at the cantonal and municipal level

#### Target Group

Federal and cantonal authorities

## TURKEY

**Objective 1.  
Combating Gender Stereotypes and Sexism**

## Other activities

*Representation of Women in the Media Project*

A project on "Representation of Women in the Media" was planned and preparatory work thereof has been completed to reveal the impacts of how women are represented in media on women and the social and cultural structure of a society. The project aims to exhibit the current situation in women's representation in media from a multi-faceted perspective by reviewing the publications and broadcasts in media and consulting with media professionals and public opinion, raise awareness and consciousness on women's representation in media among the media managers, professionals, communication students, communication faculties and society and thus minimise the media broadcasts and publications that perpetuate inequality between men and women. The project will not only provide a basis for policy making to empower women; but also constitute a key reference for the issue of women and media in the future. Preparatory work of the project is underway.

*Engineer Girls of Turkey Project*

The project "Engineer Girls of Turkey" has been run in co-operation with the private sector. The project aims to encourage and support girl students who want to be engineers and set model practices by developing and popularising the gender equality practices at institutional level under the leadership of the private sector. Accordingly, successful girl students of the engineering faculties are supported with scholarships. Moreover, awareness and information activities about engineering branches are organised at high schools.

## Target Group

Girl students attending engineering faculties, students at high schools, their families and educators.

**Objective 2.  
Preventing and combating violence against women**

## Policy Changes

- 3rd National Action Plan on Combating Violence against Women 2016-2020  
The 3rd action plan that sets forth the main political priorities for combating violence against women has been built on the Istanbul Convention, in particular, and international conventions and our national legislation, and became effective in December 2016. The 3rd action plan targets improvements in five fundamental areas including
  - Legislative amendments.
  - Awareness raising and mental transformation.
  - Delivery of preventive and protective services and empowerment of victims of violence.
  - Organisation and delivery of health services, and
  - Inter-institutional co-operation and policy-making.
- The national monitoring actions are carried out by the Committee Monitoring Violence against Women convening under a ministerial co-ordination with the involvement of all relevant public institutions and organisations, universities and NGOs in the scope of the Prime Ministerial Circular No. 2006/17 on Measures to be Taken Towards Preventing Acts of Violence against Children and Women and Custom and Honour Killings. The 10th of the Committee took place in December 2016.

- For effective execution of the co-ordination duty at the local level, “Provincial Co-ordination, Monitoring and Evaluation Committees on Combating Violence against Women” have been constituted upon the “Regulation on Violence Prevention and Monitoring Centres” taking effect on 17 March 2016. The Committees are convened every six months chaired by the governor or vice-governor he/she will assign, and with the participation of representatives from relevant public institutions and organisations, NGOs and trade bodies. The outcomes of the meetings are reported, and are then followed up and evaluated by the Ministry.
- The Violence Prevention and Monitoring Centres (VPMC) have been set up for running a centralised and multifaceted campaign against the phenomenon of violence and the existence and consequences thereof. Efforts have been underway to put them into service in 81 provinces. Nine centres were set up in 2016 and the number has increased by 14 new centres which were opened by September 2017. In current situation, 63 VPMCs are currently in service.
- “Technical tools and methods shall be applicable for implementation of the injunction orders, upon judge decision” is provided for in Article 12 of the “Law Nr.6284 on Protection of Family and Prevention of Violence against Women” effective as of 20 March 2012.
- Within this framework, the Pilot Scheme for the use of Tracking Systems with Technical Methods for Combating Violence Against Women that is being implemented in co-operation with the Ministry of Justice, the Ministry of Internal Affairs and the Ministry of Family and Social Policies, is extended for two years with a protocol signed on 30 June 2017 and generalised to the Directorate General of Security and General Commandership of Gendarmerie in Antalya, Bursa, Gaziantep and Istanbul alongside with Ankara and Izmir.
- In order to solve the problem of early and forced marriages, from the perspective of international treaties, national legislation, UN Sustainable Development Goals, preparations of the “National Plan of Action and Strategy Document for Combating Early and Forced Marriages (2018-2023)” started in the first half of 2017, with the co-operation and contribution of state institutions and organisations, local administrations, universities, civil society organisations and is currently in progress.

#### Other activities

- By September 2017, there were 137 women’s shelters in service with a capacity for 3 444; 102 of them are under the authority of the Ministry of Family and Social Policies, 1 under the Directorate General of Migration Management, 33 under municipalities, and 1 under a civil society organisation. These shelters have provided service to 81 163 women and 46 016 children along with them by 2014-2017 (information as at end of July).
- Regarding the real-time tracking orders given based on Law No. 6284, integration work between the Ministry of Family and Social Policies and the Ministry of Justice, was completed. The Tracking Module of the law has been renewed and put into use in 81 provinces.
- Regarding the injunctions, confidentiality orders in particular, to be tracked in real-time which take place under Law No. 6284, integration efforts continue with the related institutions and organisations such as the Ministry of Internal Affairs and the General Directorate of Citizenship, the Presidency of the Social Security Institution, and The Banks Association of Turkey.
- About the cases of violence against women that result in death, investigations on a case-by-case basis have started. In this respect, along with a study group that includes related institutions’ representatives, KSGM has created a separate group within its Directorate.

Within the framework of Combating Domestic Violence Project that ended in December 2016, other activities took place in September to December.

Situation and Training Needs Analysis and Development of Plans of Action for Each Province  
 Provincial Plans of Action for Combating Violence Against Women is created in 26 project provinces, with the active participation of all related actors for policies on combating violence against women

to be supported in local level in terms of local needs, priorities and resources. As of September 2016, preparatory three-day meetings took place in 26 provinces for provincial plans of action and draft provincial plans of action are being prepared. The aforementioned drafts are shared with related institutions and organisations in order to get their opinions and revised in accordance with the incoming views and proposals, and sent to Provincial Governorships and Directorates to be implemented.

After the draft provincial plans of actions are delivered, day-long meetings took place in 26 provinces in order for annual plans of activities of provincial plans of action to be prepared.

#### Creating Models for Co-ordination, Supervision and Tracking in Combating Violence Against Women

In Turkey, in local and national level, work is being carried out in regards to supporting setting up and/or strengthening mechanisms of co-ordination and tracking and creating mechanisms of administrative support and supervision in national level for combating violence against women. A report is prepared in regards to Tracking Mechanism for Combating Violence Against Women and the Model of Support Mechanism for Women's Shelters and Municipalities.

Regional meetings also took place in order to introduce national support mechanisms to local authorities.

#### Establishment of Women's Counseling Centers and Effective Work of Call Centres

The meeting on presentation of the "Report on Evaluation of the Need for a Specialised National Emergency Hotline for Combating Violence against Women and Domestic Violence in Turkey" was held on 17 November 2016. The subject of the meeting was the evaluation of a need for a national emergency hotline specialising in violence against women.

Report on Evaluation of the Need for a Specialised National Emergency Hotline for Combating Violence against Women and Domestic Violence in Turkey was prepared. The need for a specialised emergency hotline to provide service for those who have been subjected to violence against women and domestic violence and the capacity of existing emergency hotlines for combating violence against women in Turkey was evaluated and necessary criteria of a specialised emergency hotline for combating violence against women was discussed in the framework of international standards.

A guide for women's counselling centres was prepared. The role of the women's counselling centres in combating violence against women and fundamental working principles have been examined.

#### Training of Service Providers and Establishment of a Supervision Mechanism

Between 26 and 30 September 2016, a five-day train-the-trainer session was carried out with the participation of 22 judges and prosecutors. It was planned to ensure sustainability through training new trainers by the judges and prosecutors having received this training in their institutions in the scope of Combating Violence Against Women.

Between 12 and 14 October 2016, at the Turkish Justice Academy, an in-service and prevocational training was carried out for Judges and Prosecutors in which 107 people participated.

Training covered the issues of gender and gender-based division of work, violence against women, causes and effects of violence against women, psychology of a woman exposed to violence, common factors observed in perpetrators, services provided for violence against women, national and international regulations on violence against women, duties and responsibilities of judges and prosecutors regarding Law No. 6284, gender perspectives of judges and prosecutors in combating

violence against women, learning processes, life positions and acceptance messages, teaching methods and techniques, adult training, group process and roles and issues such as legal procedure.

Between 26 and 29 October 2016, training was carried out for the staff of women counseling centres affiliated to NGOs and Local Administrations with the participation of 28 persons.

“Burnout Training” was carried out for the staff of General Directorate on the Status of Women. Materials such as a Trainer’s Book and a Student Book of the Police Academy were prepared. A distance education guide was developed for family physicians in the Ministry of Health. An impact analysis form was created in order to evaluate the impact of the trainers’ training delivered to the staff of the headquarters and provincial organisations of the Ministry of Family and Social Policies and were completed by those who participated.

Following the conclusion of a pilot scheme to develop workflows and standardised vocational and administrative forms for use in women’s shelters and ŞÖNİMs, the forms were made more user-friendly by October 2016.

A model was developed for the support services/mechanisms after women’s shelter. The activity of “Definition of Services to be provided for the perpetrators of violence” was implemented.

#### Communication Activity

Within the scope of the Communication Strategy which was developed, 23 visibility meetings were held in Istanbul and Ankara between September 2016 and September 2017. A total of 1 643 persons from the various target groups such as family physicians, university students, academicians, mukhtars, representatives of public institutions to raise awareness about violence against women attended to these meetings. Within the scope of the project, public service announcements, posters and brochures were prepared and distributed in order to raise the level of public awareness about violence against women.

### Objective 3.

#### Guaranteeing Equal Access of Women to Justice

##### Other activities

The General Directorate of Penal Affairs, Department of Victim Rights, of the Ministry of Justice carried out an analysis titled “Women Victims in Judicial Process” covering also the women victims of violence. The analysis was reported in January 2017 and efforts included in the report are maintained.

As of 3 April 2017, 32 Judicial Interview Rooms were set up at the courthouses in 26 cities in order to use vulnerable groups involved in the judicial process in processes of taking statements, take statements and claims of the victims by the experts at courthouses and thus take victims’ statements only once to prevent secondary victimisation.

Training on Judicial Interview Rooms were organised for psychologists, social workers and pedagogues working at the family courts, juvenile courts and juvenile heavy criminal courts between March 2017 and May 2017 and 656 experts participated in the cited training. The training covered issues such as functioning of the judicial interview rooms, legislation, judicial interview and reporting, case management, pediatric development and communication and approach to victim women and children.

The principles and procedures pertaining to the operation of these rooms are identified by the Regulation on Judicial Interview Rooms which was put into effect. These rooms will serve to inform

the victim women or children about the legal process by specialists and avoid any chances of bringing the victims face to face with the perpetrators to prevent secondary victimisation.

#### Objective 4.

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

###### Policy Changes

One of the main fields of the "Strategy Document and Action Plan on Empowerment of Women" which is envisaged to cover the period between 2018 and 2023 is "participation in decision-making mechanisms". Preparations are underway and it is envisaged to be put into effect following the ratification by the Ministry. The plan includes targets, policies and measures regarding six main issues on the field.

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

###### Policy Changes

###### Strategy Document and Action Plan on Empowerment of Women

Preparations for the "Strategy Document and Action Plan on Empowerment of Women" which is envisaged to cover the period 2018 and 2023, have been carried out in order to ensure empowerment of women's participation in economic and social life; equal access to enjoy rights and opportunities; reflect equality of opportunity for women and men to all the main plans and policies. The plan is envisaged to be put into affect following ratification by the Ministry.

With "the Strategy Document and Action Plan on Empowerment of Women":

- ✓ Prominent areas on women's problems such as migration/refugee issues, as well as the main areas such as education, economy, health, participation in decision-making mechanisms, media will be covered.
- ✓ It is planned to include targets, policies, measures regarding related areas and related institutions responsible for the measures, performance indicators and implementation times.
- ✓ With the method to be determined for monitoring and evaluating the plan, it shall be possible to monitor the activities of all the institutions and agencies responsible for women's empowerment within the scope of the plan.

###### Other activities

In order to make efforts to draw up and implement the plans, programmes and budgets of the public institutions and agencies in a gender sensitive manner, the project on "Planning and Implementation of Gender Sensitive Budgeting in Turkey" will be carried out. Efforts are underway to complete the project's text in co-operation with UN Women.

#### MAIN CHALLENGES:

- Although the social sensitivity about violence against women is on the rise, there are still negative judgements on the importance of the issue.
- Stakeholders do not allocate adequate budget/time/personnel for the issue.
- Transformation of mentality in the society requires long time.
- Perception of equality between men and women in the society is not at a sufficient level.



## UKRAINE

## Objective 1.

## Combating gender stereotypes and sexism

## Legislative changes

The Ministry of Social Policy in co-operation with other interested central executive authorities is working towards amending the procedure of imposing fines for violating the legislation on advertising approved by resolution of the Cabinet of Ministers of Ukraine of 26 May 2004 № 693, in the part defining responsibility of advertisers and advertising producers for violation of the requirements of Articles 7 and 8 of the Law of Ukraine "On Advertising" (in accordance with paragraph 102.1 of the Action Plan for the implementation of the National Strategy for Human Rights for the period up to 2020).

By the Order of the Ministry of Social Policy from 26 April 2017 № 702, the personal composition of the Expert Council on the Prevention and Counteraction of Discrimination on the basis of gender was amended.

The Head of the International Charitable Organisation "Roma Women Fund" (Chiricli) was included on the Council.

## Other activity

For the purpose of responding to complaints and appeals from citizens on sex-based discrimination there is an advisory body at the Ministry of Social Policy – the Expert Council on the Prevention and Combating of Sexual Discrimination.

Based on the consideration of such complaints, this Expert Council issues recommendations for relevant media, broadcasting and advertising agencies. Recommendations aimed at minimising the gender stereotypes and sexism in the media space.

As at 1 August 2017, 16 appeals concerning expert assessment of the existence of discrimination were received for consideration by the Expert Council on Combating Gender Discrimination.

As a result of consideration of the appeals, discriminatory advertising was removed from 33 objects, 9 advertisers were subject to fines in accordance with the legislation on advertising.

The Ministry of Social Policy in partnership with the Industrial Gender Committee for Advertising and the Representative Office of Friedrich Ebert Foundation in Ukraine conducts seminars on the following topic: "Prevention of Sexist Advertising: Local Government Tools and Interaction with Civil Society" in the regions of Ukraine. In 2017, this training took place in Vinnytsia, Odessa, Uzhhorod and Lviv and similar events are planned in Poltava, Khmelnytsky, Dnipro in 2017.

For the purpose of creating conditions for overcoming stereotyped ideas about the role of women and men in society, in the framework of the OSCE Project "Supporting the promotion of gender equality in Ukraine" a training course and a manual on gender equality and non-discrimination, developed at the request of the Ministry of Social Policy for media representatives and the advertising industry, were tested.

In the framework of the information campaign "Happiness in 4 hands", which aims to overcome the stereotypes of the traditional distribution of family responsibilities in Ukrainian society and is implemented by the United Nations Population Fund Office in Ukraine, together with the Ministry of

Social Policy, models of social advertising with the participation of well-known football players with their children were made (city-lights, billboards and metro-lights) ([https://drive.google.com/drive/folders/OB0ltEy\\_j4OeDYjBTaFptZVpqbTQ](https://drive.google.com/drive/folders/OB0ltEy_j4OeDYjBTaFptZVpqbTQ)). Social advertising is located in Kyiv. It is planned to be located in all the regions of Ukraine. The information campaign site is operational: <http://zags.org.ua>.

Within the framework of the project “Ukrainian Index of Corporate Equality” with the support of the International Renaissance Foundation an on-line course “Involve the best – create workplaces without discrimination” was developed by the All-Ukrainian charitable organisation “Fulcrum” (<http://t-o.org.ua/news/indexcourse/>).

In the curricula of the National Police of Ukraine from 2015, obligatory training courses on non-discrimination and gender equality are envisaged.

A gender approach and the principle of equal rights and opportunities for women and men were applied in the law enforcement sector reform as one of the key priorities.

The review of the training and education of law enforcement personnel taking into account the gender perspective is being completed.

The gender-sensitive approach applies to awareness-raising and internal communication campaigns.

A positive and not stereotypical image of women and men in the civil security sector is forming.

#### Target Group

Journalists and advertisers, women and men exposed to gender discrimination, spouses (men and women), law enforcement officers.

#### Objective 2.

##### Preventing and combating violence against women

#### Legislative changes

The Ministry of Social Policy developed a draft Law of Ukraine « On Ratification of the Council of Europe Convention on the Prevention of Violence Against Women and Domestic Violence », which was registered in the Verkhovna Rada of Ukraine under № 0119 of 14 November 2016.

The draft Law was sent to the Committee of the Verkhovna Rada of Ukraine on Foreign Affairs for preparation for repeated first reading.

The Ministry of Social Policy, in co-operation with other central executive authorities, developed a draft Law of Ukraine « On Prevention and Combating Domestic Violence”, which was registered in the Verkhovna Rada of Ukraine under № 5294 of 20 October 2016. The draft Law was adopted in the first reading.

A group of People's Deputies of Ukraine registered a bill № 4952 aimed at introducing amendments to the Criminal and Criminal Procedural Codes of Ukraine concerning the strengthening of liability for domestic violence.

The bill was adopted as a basis and prepared for the second reading.

The Ministry of Social Policy developed a draft Model Provision on asylum for persons who were exposed to domestic violence.

#### Policy changes

The Ministry of Social Policy, together with the International Charitable Foundation "Ukrainian Foundation for Public Health", Donetsk, Luhansk, Kharkiv, Dnipropetrovsk and Zaporizhzhya Regional State Administrations, organised 26 mobile brigades. The mobile brigade consists of a social worker and two psychologists. As at 30 June 2017, mobile brigades provided psychosocial support to 20 670 people, 90% of them are women.

Taking into account the practical experience of the activities of these brigades, the Ministry of Social Policy developed the model provision on a mobile brigade of social and psychological assistance to provide social and psychological support to people who were exposed to gender-based violence and/or domestic violence.

In order to prevent, identify and respond to domestic and gender-based violence, the Ministry of Internal Affairs has started the work of mobile groups of police officers to respond to the cases of committing domestic violence (POLINA project). On 12 June 2017, this work started in Kyiv, Odessa and Severodonetsk.

#### Other activities

Together with the OSCE Project Co-ordinator in Ukraine, the Ministry of Social Policy is implementing the project "Response to the threats to social security as a result of the conflict". A manual and a course on psychological rehabilitation of the population affected by the conflict and a training Programme on gender aspects of conflict, including sexual violence and rehabilitation of victims, were developed. Drafts of the tutorial and courses are being processed by the Ministry of Internal Affairs, the Ministry of Defence, the MinTOT. After their approbation, they will be included into the curricula of higher education institutions of the security and defence system, as well as into the programmes of advanced training courses.

In order to protect women's rights in Ukraine, a project of the Delegation of UNFPA in Ukraine "Strengthening of humanitarian response to the needs of the most vulnerable categories of women and adolescent girls in situations of armed conflict in eastern Ukraine: inter-agency system reinforcement of prevention and overcoming gender conditioned violence and providing access to services on reproductive health", which is being implemented in five regions of Ukraine: Zaporizhzhya, Dnipropetrovsk, Kharkiv regions, on the territory under the control of Ukrainian authorities in Donetsk and Lugansk regions.

The above-mentioned project is aimed at providing the needs of the most vulnerable categories of women and adolescent girls in situations of armed conflict in eastern Ukraine by strengthening inter-agency systems of co-ordination, protection, prevention and extension of access to legal, medical and socio-psychological assistance.

Within the framework of the project, the Assistance center for women victims of gender violence (Kharkiv) was opened in 2016. It is planned to open such centres in Dnipropetrovsk and Zaporizhzhia regions in 2017.

The Ministry of Social Policy with the support of the OSCE Project Co-ordinator in Ukraine developed a Monitoring Card on the status of cases of protection, assistance and rehabilitation provision of gender-based violence victims, which is being tested in regions.

The All-Ukrainian Action "16 Days Against Violence" is held in Ukraine from 25 November to 10 December.

As at 1 July 2017, the National Police of Ukraine registered 62 200 people who committed domestic violence (56 600 men and 5 600 women).

During 2017, the National Police received 59 600 applications and reports on cases related to domestic violence, and 439 criminal cases of criminal offences committed in the family environment were investigated.

Target Group

People exposed to gender-based and domestic violence, population

### Objective 3.

#### Ensuring equal access of women to justice

Other activity

In co-operation with the Ministry of Social Policy, the project "Taking into account the principle of equal rights and opportunities for women and men in reforming the judiciary in Ukraine" was implemented (within the framework of the United States Agency for International Development (USAID) "Fair Justice" project). Within the framework of the project, 1 500 judgments from the Unified Register of court decisions in terms of number of cases relating to sex discrimination, application of anti-discrimination legislation, presence of gender stereotypes in courts, were monitored.

A report on the analysis of judgments on the obstacles which women encounter in accessing to justice and the problems on applying of international law, the European Union human rights court practice and anti-discrimination legislation of Ukraine was published.

A collection of best practices "Judicial resolution of disputes related to gender discrimination" was issued.

Within the framework of the project "Ensuring observance of human rights in the administration of justice" implemented by the OSCE Project Co-ordinator in Ukraine in co-operation with the National School of Judges of Ukraine, the Supreme Court of Ukraine and the Supreme Administrative Court of Ukraine, with the financial support of the Government of Canada, the edition "Gender Equality in the Administration of Justice" is prepared and used in the training of judges (<http://www.osce.org/uk/ukraine/249271?download=true>).

The research "Assessment of Problems of Psychological, Socio-Economic Adaptation and Integration of Women from Military-political Situation into New Communities" (Vinnitsa, Lviv and Kyiv regions) was published, which was organised by the order of the Ministry of Social Policy of the NGO "Youth Alternative" with the support of the OSCE Project Co-ordinator in Ukraine (<http://www.msp.gov.ua/files/Integration.pdf>).

Target Group

Individuals exposed to gender discrimination, judges.

### Objective 4.

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

Changes in policy

In order to increase the trust of citizens, both men and women, the law enforcement agencies of the Ministry of Internal Affairs of Ukraine approved the plan of establishing a comprehensive mechanism for observance of international standards for ensuring gender equality and creating equal

opportunities for women and men for Ukrainian public safety agencies for 2017, including the goals of the Council of Europe Gender Equality Strategy 2014-2017.

#### Other activities

In order to increase the participation of women in representative bodies, work was organised within the framework of the projects "Academy of Women's Political Leadership" (<http://puap.org/explore-ua/projects-ua/school-of-womens-political-leadership>, [http://www.uwf.org.ua/project\\_activities/academy](http://www.uwf.org.ua/project_activities/academy)), "Politics is Women's Affairs", "Building a Women's Political Lobby in Ukraine". The project "Women in Politics" is also being implemented, which is administered by the All-Ukrainian NGO "Women's Consortium of Ukraine". The website created within the framework of the project highlights the participation of women in the electoral process (<http://www.womeninpolitics.org.ua>).

The structure of the National Police of Ukraine employs 130 637 people, including 28 447 women (21.8%).

14 020 people hold management positions at the National Police in Ukraine, including 1 259 women (8.98%).

12 826 people work in the Police Department of the National Police of Ukraine, including 2 602 women (20.3%).

Six officers of the National Police of Ukraine participate in international peace and security operations: United Nations Mission in Cyprus – 1, Côte d'Ivoire – 1, Republic of South Sudan – 3, United Nations Department of Police Peacekeeping United Nations Secretariat in New York – 1.

Women account for more than 17% of the total number of employees of the State Border Guard Service of Ukraine, including military service (13% of women, of which 9% are officers and 14% are private and sergeants).

12.5% of women (8 148 people) work in the State Emergency Service.

The staff of the State Migration Service of Ukraine employs 215 people, including 141 women (65%). 48% of women occupy managing positions.

4 069 women, of which 351 (8.6%) are officers and 2 144 (54.4%) are master sergeants and senior officers, work in the structure of the National Guard of Ukraine. 597 people have the status of participants in combat operations of the anti-terrorist operation.

Since 11 July 2017, an advisor on psychological service and gender policy reforming of the apparatus of the Commander of the National Guard of Ukraine has been appointed (Victoria Arnautova).

#### Target Group

Women who lead or are members of political parties, leaders and members of civic organisations, civil servants.

#### Objective 5.

##### Achieving gender mainstreaming in all policies and measures

#### Legislative changes

The Government of Ukraine has approved the Concept of the State Social Programme for Ensuring Equal Rights and Opportunities for Women and Men for the period up to 2021 (the Cabinet of Ministers of Ukraine resolution № 229-p of 5 April 2017). The document takes into account the

international instruments of the United Nations, the Council of Europe, the European Union, the OSCE, the recommendations of international monitoring institutions in the field of human rights, as well as the provisions of the Association Agreement between Ukraine on the one hand, and the European Union, the European Atomic Energy Community and their member states on the other hand. The aim of the programme is to improve the mechanism of equal rights and opportunities for women and men in all spheres of social life and the implementation of European standards of equality (<http://zakon2.rada.gov.ua/laws/show/229-2017-%D1%80>).

The gender aspect was considered in the strategy for the reform of public finance management up to 2021, which takes into account the gender approach (the Cabinet of Ministers of Ukraine resolution № 142-p of 8 February 2017) (<http://zakon2.rada.gov.ua/laws/show/142-2017-%D1%80>).

The government has approved the Strategy for the Development of Small and Medium Enterprises in Ukraine for the period up to 2020. Its implementation will contribute to strengthening the systematic approach to the formation and implementation of state policy in this area and the creation of favourable conditions for the development of competitive small and medium-sized businesses and the expansion of opportunities for women to open their own business. ([http://www.kmu.gov.ua/control/uk/publish/article?art\\_id=250008096&cat\\_id=244274160](http://www.kmu.gov.ua/control/uk/publish/article?art_id=250008096&cat_id=244274160)).

The government approved the Regulation on the Governmental Commissioner for Gender Policy (the Cabinet of Ministers of Ukraine resolution of 7 June 2017 № 390). (<http://zakon3.rada.gov.ua/laws/show/390-2017-%D0%BF>).

The draft of the strategy on “Education: Gender Dimension 2020” is being developed.

#### Changes in policy

The position of Government Commissioner for Gender Equality, whose task is to co-ordinate the efforts of the authorities to ensure equal rights of women and men, was implemented.

In 2017, for the first time, gender budgeting was integrated into the strategic documents of the Ministry of Finance of Ukraine, which will become the basis for introducing a gender approach in the legal acts that are applied in the budget process.

The Ministry of Internal Affairs has identified gender equality as one of the priority areas of work for 2017. An interministerial working group on the implementation of the UN Security Council Resolution 1325 “Women, Peace and Security”, which includes gender advisers from Ukrainian and international organisations, was established by the order of the Minister of Internal Affairs. The group is headed by Deputy Minister for European Integration, Anastasia Dyeva.

The main task of the action plan is to increase trust in the law-enforcement system, expand the opportunities of women and provide greater security to every citizen of Ukraine.

The key tasks are:

1. Creation of accountability mechanism for effective co-ordination, implementation and evaluation of the action plan.
2. Development of monitoring and evaluation system.
3. Review of training and education of staff on the basis of gender perspective.
4. Introduction of new approaches to the preservation and protection of peace.
5. Conflicts and violence prevention. Protection for women and girls affected by conflicts.
6. Integration of gender-sensitive approach to information campaigns and internal communication.

7. Formation of a system of focal groups on gender equality within the ministry for co-ordinating, assessing and monitoring gender policy in agencies controlled by the Ministry: the National Police, the National Guard, the State Border Guard Service, the State Migration Service and the State Emergency Service.

#### Other activities

On 14 February 2017 the Committee on the Elimination of Discrimination against Women during its 66th session considered the 8th periodic report of Ukraine on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women.

On 4 July 2017, the Ministry of Social Policy organised the All-Ukrainian Meeting on the Organisation of Implementation of the Concluding Observations with the participation of the Vice-Prime Minister of Ukraine for European and Euro-Atlantic Integration I. Klimpush-Tsintsadze, People's Deputy of Ukraine I. Lutsenko, Deputy Ministers who work in the spheres, covering the operation of the Convention, Deputy Governors of regional state administrations, heads of structural units of regional state administrations responsible for the implementation of state gender policy and elaboration of programmes for social and economic developing regions, lawyers of legal aid centers, heads of international organisations in Ukraine, leaders of national and regional NGOs and scientists.

On 5-6 July 2017, a training seminar on the above-mentioned issues was held for heads of structural units of regional state administrations responsible for implementation of state gender policy and the development of programmes for social and economic development of regions, and for lawyers of centers of free legal aid.

The project "Gender-Oriented Budgeting in Ukraine", funded by the Swedish International Development Agency (Sida), is being implemented. Its main beneficiary is the Ministry of Finance of Ukraine. The main partner is the Ministry of Social Policy, as well as the Ministry of Youth and Sports, the Ministry of Education and Science, the Ministry of Health, and Regional State Administrations.

At the beginning of 2017, the School of Gender Budget Co-ordinators for the employees of regional state administrations started to work. Upon completion of the school, the participants will be able to conduct training on gender budgeting in the regions and disseminate information on the use of this method in the budget process.

The English version of the gender budget analysis of programmes funded by the state and local budgets in Ukraine for 2016 is available at the site [www.grbproject.org](http://www.grbproject.org).

#### Target Group

Civil servants, entrepreneurs, population





PART II

## BELGIQUE

## Objective 1.

## Combating Gender Stereotypes and Sexism

## Legislative Changes

En juin 2016, le Parlement de la Communauté française a adopté un décret modifiant le décret coordonné du 26 mars 2009 sur les services de médias audiovisuels en vue de renforcer l'attention sur l'égalité entre les femmes et les hommes.

Le principe de l'égalité entre les femmes et les hommes est désormais consacré formellement dans le décret sur les services de médias audiovisuels. L'égalité entre les femmes et les hommes est mentionnée explicitement dans le chapitre du décret consacré aux obligations des éditeurs de services quant au respect de la dignité humaine et à la protection des mineurs.

La même mention au respect de l'égalité entre les femmes et les hommes est faite concernant tant les communications commerciales que pour les programmes sonores et télévisuels.

De plus, le Collège d'autorisation et de contrôle du CSA a été doté d'une nouvelle mission qui consiste à « participer à la réalisation d'une analyse périodique relative à la représentation équilibrée des femmes et des hommes, d'encourager la diffusion des bonnes pratiques en matière de lutte contre les stéréotypes sexistes et d'émettre, s'il échet, des recommandations spécifiques. »

## Policy Changes

En Communauté française, une base de données (BD), 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. Un colloque de présentation a eu lieu le 28 octobre 2016 en vue d'en assurer la promotion.

L'impact d'Expertalia.be devrait pouvoir être mesurée fin 2017 par la mise en place d'un Baromètre de la diversité dans la presse écrite (éventuellement radio), lequel sera combiné avec le Baromètre du Conseil Supérieur de l'Audiovisuel (CSA) qui portera sur la diversité en télévision.

## Autres activités

En Flandre a été lancé en septembre 2016 un concours pour les étudiants en journalisme de deuxième et de troisième année : De Clichékillers. Les participants pouvaient soumettre un article, une vidéo ou un reportage radiophonique et devaient y traiter, en évitant les clichés, un ou plusieurs des thèmes suivants : pauvreté, genre, handicap, origine ethnique et identité sexuelle. Le concours s'est terminé le 29 février 2017. Toutes les contributions peuvent être lues ou regardées sur le site web.

Lien : <http://declichekillers.be/>

En mai 2017, la ministre flamande de l'Égalité des chances a lancé une campagne de sensibilisation aux préjugés intitulée « Zit u hier voor iets tussen ? » (que l'on pourrait traduire par « Êtes-vous responsables de cela ? »). La campagne traite tous les motifs de discrimination possibles (y compris les stéréotypes de genre sur la paternité et les questions liées à l'image du corps/les moqueries sur le poids) dans le but de créer une image plus positive. Le premier spot, à caractère général, a été

diffusé sur la chaîne publique (één), alors que les spots suivants – qui traitent tous un aspect différent – ont été diffusés sur la page Facebook et sur Twitter. La campagne se terminera la veille de la journée internationale de la tolérance, en novembre 2017.

Lien : <https://www.facebook.com/zituhiervoorietstussen/>

## Objective 2.

### Preventing and combating violence against women

#### Legislative Changes

La loi du 6 juillet 2017 portant la cinquième série de mesures diverses en matière de justice a inséré un nouvel article 458 ter dans le Code pénal afin de permettre l'absence d'infraction en cas de levée du secret professionnel dans le cadre d'une concertation organisée.

Le Collège des procureurs généraux et le Ministre de la Justice ont adopté une nouvelle circulaire relative à la politique de recherche et de poursuites en matière de violences liées à l'honneur, mutilations génitales féminines et mariages et cohabitations légales forcés (COL 06/2007). Cette circulaire est entrée en vigueur le 1er juin 2017. Elle dresse des lignes directrices en termes d'approche policière et judiciaire communes à l'ensemble du pays (désignation de personnes de référence, plan d'approche, meilleur enregistrement des situations, formations des professionnels, collaboration entre acteurs, etc.).

#### Policy Changes

Les autorités belges ont poursuivi la mise en œuvre du plan d'action national de lutte contre la violence basée sur le genre (PAN 2015-2019)<sup>36</sup>, élaboré dans la lignée de la Convention d'Istanbul.

Au niveau fédéral, la lutte contre la violence sexuelle s'est poursuivie. Suite à l'étude de faisabilité menée sur la mise en place de centres de référence multidisciplinaires pour la violence sexuelle (*sexual assault referral centers - SARC*), un projet-pilote visant leur établissement a démarré en 2017.

La Secrétaire d'État a travaillé fin 2016 à la mise en place d'un « code de signalement » efficace à l'usage des professionnels pour les cas où, alors qu'ils sont tenus, conformément au Code pénal, à maintenir le secret, ils se retrouvent confrontés à de la violence entre partenaires (ou à une suspicion de violence entre partenaires).

Un instrument d'évaluation des risques de violences entre partenaires est en ligne depuis juillet 2016. Cet outil offre aux professionnels (policiers, magistrats, ...) confrontés aux situations de violence entre partenaires un moyen pratique afin d'évaluer ces situations problématiques correctement, immédiatement et de manière structurée. Une séance d'information a été organisée en octobre 2016 et une matinée d'étude s'est tenue en décembre 2016 afin de familiariser les professionnels des secteurs policier et judiciaire à celui-ci.

Une étude sur les différents types d'interventions thérapeutiques menées auprès des auteurs de violence entre partenaires et de leur efficacité a été lancée en 2016-2017. Son objectif est de constater la façon dont ces programmes sont structurés et organisés, de savoir qui suit ces programmes et comment ces personnes se retrouvent dans ces programmes, et de déterminer la façon d'optimiser ces programmes dans le futur, tout en respectant les directives internationales.

Un guide de bonnes pratiques améliorant la prévention et la protection des filles et des femmes

<sup>36</sup>

[http://igvm-iefh.belgium.be/fr/publications/plan\\_daction\\_national\\_de\\_lutte\\_contre\\_toutes\\_les\\_formes\\_de\\_violence\\_basee\\_sur\\_le\\_genre](http://igvm-iefh.belgium.be/fr/publications/plan_daction_national_de_lutte_contre_toutes_les_formes_de_violence_basee_sur_le_genre).

victimes ou à risque d'excision est disponible depuis janvier 2017 à l'ensemble du pays. La Plateforme Européenne de Connaissance et de Formation UFGM (United to END FGM) a été lancée en Belgique en février 2017. Une nouvelle étude de prévalence des femmes excisées et des filles à risques d'excision en Belgique a été lancée en avril 2017 afin de disposer de données mises à jour en février 2018.

La lutte contre la violence s'est également poursuivie en Communauté française, dans le cadre de la mise en place du processus participatif de l'Assemblée des Femmes Alter Egales, lancée par la Ministre des Droits des femmes en 2015. Un troisième appel à projets a été lancé en 2017 pour 300.000 euros afin de soutenir les associations de femmes qui souhaitent développer et mener des actions sur la thématique du « Droit à l'intégrité physique et psychique ». D'autre part, trois commissions ont été mises en place en vue de dégager des recommandations relatives à trois sous-thématiques spécifiques : « Harcèlement sexiste dans l'espace public », « Traitement médiatique des violences contre les femmes », « Violences dans la prostitution ».

Un numéro d'appel gratuit a été lancé à destination des victimes de violences sexuelles et des professionnels concernés. Une campagne de visibilité autour de ce numéro intitulé « SOS viol » a été diffusée via 3 formats d'affiches, notamment auprès de nombreux services de première ligne et des professionnels dont les médecins généralistes et gynécologues. [www.sosviol.be](http://www.sosviol.be)

Travaillant en collaboration, la Communauté française, la Wallonie et la Commission communautaire francophone ont mené la campagne « Rien ne justifie la violence conjugale – Journal de Marie » afin de sensibiliser le grand public aux violences conjugales. Un spot TV et un spot radio ont été diffusés à plusieurs périodes de l'année sur les média audiovisuels francophones. Des affiches, cartes de visite et badges ont également été diffusés. [www.journaldemarie.be](http://www.journaldemarie.be)

#### Autres activités

En février, la Secrétaire d'Etat chargée de l'égalité des chances a lancé une campagne intitulée « 100 par jour », mettant en évidence le nombre de viols commis chaque jour en Belgique. Symbolisée par une rose brisée, cette campagne invite les victimes, à quelques jours de la Saint-Valentin, à briser le silence et dénoncer toutes les formes de violence sexuelle. Elle a également lancé un projet pour but d'élaborer une campagne de prévention développée par et pour des étudiants au sujet de la violence sexuelle au sein de ce groupe-cible (étudiants âgés de 18 à 25 ans). Basée sur un concours, le projet gagnant a été présenté en mai 2017.

L'unité flamande chargée de l'égalité lancera une campagne sur la violence fondée sur le genre, qui s'intéressera principalement aux victimes de sexe masculin. La campagne vise à mettre en évidence les normes relatives au genre qui sont implicites dans la société et qui sont liées à la violence entre partenaires, en se plaçant du point de vue des victimes de sexe masculin. Dans la mesure où la campagne s'adresse aux jeunes, elle s'appuiera sur les réseaux sociaux et la diffusion de spots télévisés. La campagne sera lancée aux alentours de la Saint-Valentin 2018.

#### Objective 3.

##### Guaranteeing Equal Access of Women to Justice

#### Other activities

Au niveau fédéral, l'Institut pour l'égalité des femmes et des hommes a lancé une étude sur les expériences des femmes enceintes avec leurs collègues, chefs, collaborateurs, clients, fournisseurs, afin de mieux comprendre l'étendue des discriminations dont elles sont encore victimes malgré la protection offerte par la loi.

La Communauté française, la Wallonie et la Commission communautaire francophone ont soutenu la

réalisation et la diffusion de l'étude « L'intérêt de l'enfant dans le cadre des procédures protectionnelles et répressives en lien avec les mutilations génitales féminines (MGF) » à l'occasion de la Journée internationale de lutte contre les MGF, le 6 février 2017.

#### Objective 4.

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

##### Other activities

Au niveau fédéral, l'Institut pour l'égalité des femmes et des hommes a publié en octobre 2016 des chiffres sur la mise en oeuvre de la loi de 2011 relative à l'établissement d'un quota dans les conseils d'administration de certains types d'entreprises montrant une augmentation de la présence des femmes de 8,2% à 21,6% entre 2008 et 2016.<sup>37</sup>

#### Objective 5.

Achieving gender mainstreaming in all policies and measures

##### Legislative Changes

Au niveau de la Communauté française, suite à l'adoption du Décret du 7 janvier 2016 relatif à l'intégration de la dimension de genre dans l'ensemble des politiques de la Communauté Française, le Gouvernement de la Fédération Wallonie-Bruxelles a adopté deux arrêtés d'exécution : le premier fixe la composition et les missions du Groupe de Co-ordination chargé de la mise en oeuvre du décret du 7 janvier (AE du 25 mai 2017), et le second décrit et valide les outils de la mise en oeuvre de ce décret, à savoir le test genre et la méthode budgétaire, ainsi que leur périmètre d'application (AE du 8 mars 2017).

##### Policy Changes

Au niveau fédéral, le gouvernement a poursuivi la mise en oeuvre de son plan d'action gender mainstreaming. Il a présenté son rapport intermédiaire<sup>38</sup> au Parlement en juillet 2017. Ce rapport montre certaines avancées mais aussi des difficultés, notamment dans l'implication de la hiérarchie ou l'utilisation des statistiques de genre. Sur la période concernée, l'Institut pour l'égalité des femmes et des hommes a poursuivi ces formations ciblées et procédé à l'évaluation gender budgeting du budget 2017.

Au niveau de la Communauté française, suite à l'adoption du Décret du 7 janvier 2016 relatif à l'intégration de la dimension de genre dans l'ensemble des politiques de la Communauté Française, la Fédération Wallonie-Bruxelles a mis en place plusieurs mécanismes institutionnels visant à la bonne mise en application de ce décret.

Le premier de ces mécanismes est la création d'une Cellule d'appui en genre au sein de la Direction de l'Égalité des Chances du Ministère de la Fédération Wallonie-Bruxelles. Cette cellule, composée de deux agents, a pour mission de fournir assistance et soutien administratif et scientifique aux agents du Ministère de la Fédération ainsi qu'aux membres des Cabinets ministériels dans l'implémentation du décret du 7 janvier 2016.

Le second mécanisme est, suivant l'article 8 du décret du 7 janvier 2016, la mise en place d'un Groupe de Co-ordination chargé de la mise en oeuvre des objectifs du décret. Depuis sa création, le Groupe s'est réuni deux fois : le 29 septembre 2016 et le 22 février 2017.

<sup>37</sup><http://igvm->

[iefh.belgium.be/fr/actualite/rs\\_de\\_genre\\_dans\\_les\\_conseils\\_dadministration\\_des\\_entreprises\\_cotees\\_ou\\_en\\_est\\_on](http://igvm-iefh.belgium.be/fr/actualite/rs_de_genre_dans_les_conseils_dadministration_des_entreprises_cotees_ou_en_est_on)

<sup>38</sup>

[http://igvm-iefh.belgium.be/fr/publications/rapport\\_intermediaire\\_sur\\_la\\_politique\\_menee\\_conformement\\_aux\\_objectifs\\_de\\_la\\_quatrieme](http://igvm-iefh.belgium.be/fr/publications/rapport_intermediaire_sur_la_politique_menee_conformement_aux_objectifs_de_la_quatrieme)

Le troisième mécanisme est la mise en place d'un cycle de formation aux concepts de Gender Mainstreaming et de Gender Budgeting, ainsi qu'aux outils concrets de leur mise en application au sein de la Fédération Wallonie-Bruxelles (test genre et Gender Budgeting). En septembre 2017, 96 personnes ont déjà suivi la formation (chefs de cabinets et chefs de cabinet adjoints, fonctionnaires généraux et membres du personnel d'encadrement). Une centaine de personnes sont inscrites pour les sessions d'octobre et novembre 2017. Le dernier de ces mécanismes est la mise en place d'outils concrets d'opérationnalisation de cette intégration : un test genre et une méthode Gender Budgeting. Une première version de ces outils est actuellement à disposition de l'ensemble des agents de la Fédération Wallonie-Bruxelles et un travail d'informatisation et de simplification de ces outils a été effectué par la Cellule d'appui en genre.

## 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 »<sup>39</sup>. 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 évoluée bien loin des stéréotypes susmentionnés.

## Groupe cible

Filles et garçons de l'enseignement fondamental

*« PIXI-Buch »*

Le ministère de l'Égalité des chances a élaboré 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 réjouissent d'une très grande popularité auprès des enfants (et des professionnels travaillant avec des enfants) dans les pays germanophones, y compris le Luxembourg. Le premier livret a été publié sous le titre « Mutti ist Bürgermeisterin »<sup>40</sup> en juin 2017 en français et en allemand et comporte 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 deux prochains bouquins sortiront successivement en 2017 et 2018.

## Groupe cible

Enfants de 3-7 ans

<sup>39</sup> <http://www.mega.public.lu/fr/jeunesse/megaspill/index.html>

<sup>40</sup> « Maman est bourgmestre »

### *3<sup>e</sup> 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<sup>e</sup> Conférence Internationale sur les Hommes et la politique d'Égalité (ICMEO)<sup>41</sup> 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 cible

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

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

<sup>41</sup> <http://www.mega.public.lu/fr/agenda/2016/10/icmeo/index.html>



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<sup>e</sup> 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](http://www.mega.public.lu)

Groupe cible

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<sup>er</sup> septembre 2013<sup>42</sup>.

*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 Luxembourg<sup>43</sup>. Cette stratégie met en oeuvre 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 loi<sup>44</sup> se trouve actuellement dans la procédure législative.

#### Changements politiques

##### *Le 1<sup>er</sup> Plan d'action national (« PAN ») Prostitution*

Le PAN « Prostitution »<sup>45</sup> 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,
- 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 oeuvre des mesures contenues dans le Plan d'action sur l'éducation sexuelle et affective.

<sup>42</sup> <http://www.legilux.public.lu/leg/a/archives/2013/0150/a150.pdf#page=2>

<sup>43</sup> <http://www.mega.public.lu/fr/societe/prostitution-traite-etres-humains/index.html>

<sup>44</sup> <http://www.mega.public.lu/fr/societe/prostitution-traite-etres-humains/Projet-de-loi-7008.pdf>

<sup>45</sup> <http://www.mega.public.lu/fr/publications/publications-ministere/2016/plan-daction-national-prostitution/PAN-Prostitution.pdf>

## Autres activités

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

Le ministère de l'Égalité 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 Luxembourg<sup>46</sup>. 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'Égalité 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'Égalité 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 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

<sup>46</sup><http://www.mega.public.lu/fr/publications/publications-ministere/2015/etude-violence-domestique/index.html>

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](http://www.mega.public.lu).

#### Groupe cible

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 précitée<sup>47</sup>.

La conférence avait rassemblé des expertes et experts nationaux et internationaux ainsi qu'une

<sup>47</sup> <http://www.mega.public.lu/fr/actualites/2015/03/conf-violence/index.html>

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'Egalité 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 Santana-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 Pecuriene 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 cible

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

#### *Campagne d'information, de prévention et de sensibilisation<sup>48</sup>*

Dans le cadre de ses efforts d'information, de sensibilisation et de prévention contre la violence domestique, le ministère de l'Egalité des chances met également un accent particulier sur les différentes communautés non luxembourgeoises au Grand-Duché. Pour ce faire, le ministère a initié des projets et des campagnes en plusieurs langues, ceci en coopération étroite avec des associations partenaires nationales et étrangères pour mieux cibler les différentes mesures ayant comme objectif une meilleure compréhension du phénomène de la violence domestique dans notre pays.

Le fait que les victimes sont originaires de 42 Etats et les auteur(e)s de 46 Etats différents démontre que les mesures de sensibilisation et de prévention contre la violence domestique doivent inclure toutes les communautés, luxembourgeoises et non-luxembourgeoises, vivant au Grand-Duché.<sup>49</sup>

#### *La campagne « La violence fait du mal à toute la famille » en plusieurs langues*

En 2012, le ministère de l'Egalité des chances a lancé sa campagne « La violence fait du mal à toute la famille » qui a été rééditée et adaptée en 2016 notamment dans le contexte de la réforme de la loi sur la violence domestique en 2013. Les différentes brochures d'information visent tant les victimes que les auteur(e)s de violence et renseignent sur les dispositions de la législation actuellement en vigueur et sur les centres d'aides et d'assistance travaillant dans le domaine de la violence domestique.



<sup>48</sup> <http://www.mega.public.lu/fr/societe/lutter-violence-domestique/mesures/campagnes-sensibilisation/index.html>

<sup>49</sup> <http://www.mega.public.lu/fr/publications/publications-ministere/2017/rapport-comite-violence/index.html>

*Gewalt am Stot  
schuet der ganzer Famill.*

Les brochures d'information sont dorénavant disponibles en langues française, anglaise, russe, serbo-croate, portugaise, arabe et luxembourgeoise

Une approche interactive - Le théâtre de prévention « Histoires – Théâtre-Débat »

Le ministère de l'Égalité 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 et le Service prenant en charge les auteurs de violence domestique), proposent depuis 2013 le projet intitulé « HISTOIRES - THEATRE-DEBAT » - Théâtre éducatif dans la prévention de la violence domestique. Cet outil est 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.

Les premières représentations du théâtre éducatif et de prévention de la violence domestique ont eu lieu sous l'intitulé « A outra verdade » (« L'autre vérité ») en 2013 au niveau national à Esch/Alzette, à Luxembourg-Hollerich et à Ettelbruck et ont été poursuivies par des représentations en 2016 sous l'intitulé « Estorias » (« Histoires ») au niveau local et régional dans les communes de Junglinster et d'Esch/Alzette. Ces présentations ont toutes connu un grand succès auprès du public.

Pour l'année 2017, des représentations sont en cours de préparation en partenariat entre les communes de Bertrange, Mamer et Strassen et entre certaines communes du Syrdall (Schuttrange, Niederanven, Sandweiler et Weiler-la-Tour) sous le lead de la commune de Contern. D'autres communes ont déjà montré leur intérêt pour la campagne de sensibilisation du ministère et dudit théâtre de prévention, comme la ville de Luxembourg et les communes de Bascharage, Betzdorf et Wormeldange.

Il est prévu d'étendre le projet du théâtre éducatif et de prévention de la violence domestique à d'autres communautés non luxembourgeoises vivant au Luxembourg.

La lutte contre la violence domestique est un engagement international

Dans sa réunion du 26 juillet 2017, le Conseil de gouvernement a approuvé le projet de loi portant approbation de 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, signée à Istanbul le 11 mai 2011 et modifiant 1. le Code pénal; 2. le Code de procédure pénale; 3. la loi modifiée du 8 septembre 2003 sur la violence domestique; 4. la loi modifiée du 29 août 2008 sur la libre circulation des personnes et l'immigration. Le projet de loi a pour objet d'approuver 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, signée à Istanbul le 11 mai 2011, à savoir la Convention d'Istanbul.

ORANGE WEEK (19 au 26 novembre 2017)

Le ministère de l'Égalité des chances et la section luxembourgeoise du ZONTA International organiseront entre le 19 et le 26 novembre 2017 l'« Orange Week » autour de la Journée Internationale de la lutte contre la violence à l'égard des femmes et des filles qui traditionnellement a lieu le 25 novembre. Cette semaine de sensibilisation sera remplie de conférences, de manifestations, d'expositions, de soirées cinématographiques, de projets pédagogiques sur ce thème. De plus, les bâtiments publics seront illuminés en couleur orange pour marquer la solidarité avec les femmes et filles victimes de violence.

Autres activités gérées par les associations conventionnées avec le ministère de l'Égalité des chances

Il y a finalement 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 sâin Geheimnis »<sup>50</sup>, 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.

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 cible

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

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

<sup>50</sup> <http://fed.lu/wp/wp-content/uploads/2016/05/Dem-Ben-sai-Geheimnis-Descriptif.pdf>



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 législative<sup>51</sup>.

### 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 décision<sup>52</sup> et met en oeuvre 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 oeuvre : 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 oeuvre d'un meilleur équilibre entre hommes et femmes à

<sup>51</sup>

[http://www.chd.lu/wps/PA\\_RoleEtendu/FTSByteServletImpl/?path=/export/exped/sexpdata/Mag/105/502/15004\\_1.pdf](http://www.chd.lu/wps/PA_RoleEtendu/FTSByteServletImpl/?path=/export/exped/sexpdata/Mag/105/502/15004_1.pdf)

<sup>52</sup> <http://www.mega.public.lu/fr/actualites/2014/09/presse-strategie-decision/index.html>

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](http://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'Égalité des chances a lancé sa campagne d'information, et de sensibilisation pour les élections communales de 2017. 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'Égalité des chances, du Président du Syndicat des Villes et Communes du Luxembourg (SYVICOL) et de 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.

En juin 2017, la campagne est entrée dans sa phase terminale avec des témoignages, portraits et clips individualisés de personnalités issues de la vie publique plaidant en faveur de plus d'égalité entre femmes et hommes dans la vie politique.<sup>53</sup>

#### Autres activités

##### *Conférence « L'Égalité dans la prise de décision politique et économique » à Mondorf-les-Bains – 15 et 16 octobre 2015<sup>54</sup>*

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

<sup>53</sup> <http://votzegalite.lu/>

<sup>54</sup> <http://www.mega.public.lu/fr/actualites/2016/06/conference-15-16-10-2015/index.html>

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' « Egalité dans la prise de décision politique » et introduite par Mme Lydia Mutsch, ministre de l'Egalité 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'Egalité 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' « Egalité 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 une Key Note sur le sujet « Impliquer les femmes dans la décision économique : une stratégie gagnante ! ». Une table-ronde au sujet de « L'Egalité 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'Egalité des chances.

Groupe cible

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'Egalité 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 « efficience, 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.<sup>55</sup>

#### 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. A ce titre, il y a lieu de relever le programme des « Actions positives »<sup>56</sup> 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.

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 cible

Femmes – Hommes, Filles – Garçons

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<sup>55</sup>[http://www.mega.public.lu/fr/publications/publications-ministere/2015/pan-egalite-2015/06244\\_Broch\\_Plan\\_Egalite\\_Femmes\\_Hommes\\_2015-2018\\_04-2015-Web.pdf](http://www.mega.public.lu/fr/publications/publications-ministere/2015/pan-egalite-2015/06244_Broch_Plan_Egalite_Femmes_Hommes_2015-2018_04-2015-Web.pdf)

<sup>56</sup> <http://www.mega.public.lu/fr/travail/programme-actions-positives/index.html>

## MONACO

Objectif 2.  
Prévenir et combattre la violence à l'égard des femmes

## Autres activités

## Journée Internationale de Lutte contre les Violences faites aux Femmes - 25 novembre 2016

Cette Journée, coordonnée par le Département des Affaires Sociales et de la Santé, était le fruit d'une réflexion commune du Gouvernement Princier avec le Conseil National, le Haut - Commissariat à la Protection des Droits, des Libertés et à la Médiation, ainsi qu'avec les groupements associatifs engagés dans cette cause et, notamment, Femmes Leaders Mondiales Monaco, Genderhopes, Pink Ribbon, Action Innocence, l'Union des Femmes Monégasques, l'Association d'Aide aux Victimes d'Infractions Pénales (A.V.I.P.) et le Zonta Club.

Une campagne d'affichage (du 21 au 27 novembre 2016) a sensibilisé la population et a été relayée sur le site Internet du Gouvernement et des groupements associatifs, ainsi que sur les réseaux sociaux.

Une conférence sur le thème « Contre les violences faites aux femmes : tous mobilisés », s'est tenue le vendredi 25 novembre 2016 à l'Auditorium du Lycée Technique et Hôtelier de Monaco. Animée par le Professeur Alessandra KUSTERMAN, Médecin spécialiste en obstétrique et gynécologie, experte dans la prise en charge des victimes de violences, cette conférence a permis un échange avec le public et les professionnels.

Le lancement d'un numéro de téléphone unique (116.919) a eu lieu le 25 novembre 2016 : anonyme et gratuit, il est destiné à informer les victimes de violences conjugales.

Enfin, une page d'information dédiée aux victimes de violences sera prochainement mise en place sur le Site Internet du Gouvernement Princier. Egalement, créé par Gender Hopes et Femmes Leaders Monaco et en collaboration avec la Direction de l'Action et de l'Aide Sociales, le site monacosaysnotoviolence.com informe et oriente les personnes confrontées aux violences.

Dialogue entre le Gouvernement Princier et le groupe d'experts de 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

Le 8 novembre 2016, une délégation monégasque conduite par S.E.M. Rémi Mortier, Ambassadeur, Représentant Permanent de Monaco auprès du Conseil de l'Europe, a rencontré, à Strasbourg, les membres du GREVIO, groupe d'experts de la convention d'Istanbul ratifiée par Monaco le 7 octobre 2014.

Ce dialogue a été l'occasion de présenter les mesures prises par le Gouvernement Princier en matière de lutte contre la violence à l'égard des femmes, tant sur le plan répressif que préventif, mais également en termes de formation des personnels concernés.

Objectif 5.  
Intégrer dans toutes les politiques et dispositions une démarche soucieuse d'égalité entre les femmes et les hommes

## Changements législatifs

Dispositions du Code civil relatives au nom

La Loi n° 1.440 du 5 décembre 2016 « modifiant certaines dispositions du Code civil relatives au nom et instaurant une reconnaissance anténatale de l'enfant » a récemment amendé le corpus juris relatif au nom patronymique.

Jusqu'alors, les dispositions du Code civil prévoyaient la dévolution du nom du père. La loi de 2016 consacre le caractère supplétif de la règle de dévolution du nom du père. En effet, si cette dernière restera le principe, le texte offre désormais la possibilité aux père et mère de faire un choix différent lors de l'inscription aux registres de l'état civil puisque le texte autorise la dévolution de nom de la mère aux enfants.

#### Le principe de la résidence alternée dans le droit de la famille monégasque

Loi n° 1.450 du 4 juillet 2017 relative à la résidence alternée.

L'introduction de la résidence alternée dans le droit de la famille s'inscrit dans le sillage de sa modernisation engagée avec la loi n° 1.278 du 29 décembre 2003 modifiant certaines dispositions du Code civil, du Code de procédure civile et du Code de commerce.

L'intérêt de l'enfant doit prévaloir sur l'intérêt de ses père et mère ce qui, subséquent, nécessite de fixer sa résidence en considération des particularismes de chaque situation familiale et donc de ne pas faire de la résidence en alternance au domicile de chacun des père et mère un modèle de référence.

Ce texte apporte enfin un cadre approprié permettant de modifier les dispositions du Code civil relatives à la médiation familiale afin qu'elles correspondent davantage à l'essence de la médiation. En effet, la médiation est une procédure amiable de résolution des conflits par laquelle un médiateur tente de conduire les parties à trouver elles-mêmes une solution à leur différend. Elle constitue donc un processus qui peut difficilement aboutir si les parties n'y ont pas librement consenti. Dès lors, l'injonction judiciaire de s'engager dans une procédure de médiation, autrefois prévue par le Code civil en matière d'autorité parentale et de divorce, n'était plus adaptée.

SUISSE

## Objectif 1.

## Combattre les stéréotypes de genre et le sexisme

## Changements législatifs

Le Conseil fédéral veut introduire un nouveau mode de calcul pour déterminer le taux d'invalidité des personnes exerçant une activité lucrative à temps partiel. Le nouveau mode de calcul devrait accorder un poids égal aux conséquences d'une atteinte à la santé sur l'exercice d'une activité lucrative et sur l'accomplissement des travaux habituels. Dans le domaine professionnel, la détermination du taux d'invalidité devrait se baser sur l'hypothèse d'une activité lucrative exercée à plein temps. De même, en ce qui concerne les travaux habituels, le calcul devrait aussi être effectué comme si la personne s'y consacrait à plein temps. Les tâches ménagères et familiales seront ainsi mieux prises en compte, ce qui renforcera les moyens de concilier vie familiale et vie professionnelle. Il satisfait aussi aux exigences de la Cour européenne des droits de l'homme, qui demande que la méthode d'évaluation de l'invalidité soit conçue de manière non discriminatoire. La procédure de consultation s'est achevée le 11 septembre 2017. La modification du règlement sur l'assurance-invalidité devrait entrer en vigueur le 1er janvier 2018 afin de garantir une clarification rapide de la situation juridique et une application uniforme de la méthode mixte : <https://www.admin.ch/gov/fr/accueil/documentation/communiques.msg-id-66736.html>

## Groupe cible

Offices Assurance Invalidité AI (cantonales); les assurés (notamment les femmes assurées)

## Objectif 2.

## Prévenir et combattre la violence à l'égard des femmes

## Changements législatifs

Le parlement a décidé de l'approbation de 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 (convention d'Istanbul) le 16 juin 2017 : <https://www.admin.ch/opc/fr/federal-gazette/2017/4011.pdf>. La convention va probablement entrer en vigueur début 2018.

## Autres activités

- Le congrès national sur la violence domestique organisé chaque année par le Bureau fédéral de l'égalité entre femmes et hommes BFEG contribue à une sensibilisation et une formation dans le domaine de la lutte contre différentes formes de violence envers les femmes. L'édition 2016 (novembre 22) a été consacrée au travail avec les auteur-e-s de violence domestique. Cette année, la conférence, qui aura lieu le 14 novembre 2017, sera consacrée au Stalking (harcèlement obsessionnel)
- La Confédération a encouragé la constitution d'un «réseau contre les mutilations génitales féminines» et soutiendra, entre 2016 et 2019, les activités d'information, de sensibilisation, de prévention et de conseil de ce réseau avec un budget annuel de 300 000 francs.
- Plusieurs rapports du gouvernement suisse concernant la violence à l'égard des femmes sont actuellement en élaboration, notamment :
  - Rapport sur les mesures de lutte contre le stalking.
  - Rapport sur le droit de séjour des victimes de violences conjugales
  - Rapport sur la gestion des menaces émanant de violences domestiques
  - Rapport sur le dépistage des violences intrafamiliales à l'égard des enfants est en élaboration.
  - Rapport de la prise en charge médicale des cas de violence domestique

Groupe cible  
Autorités politiques fédérales et cantonales ; ONG

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

Autres activités

Le Bureau fédéral de l'égalité entre femmes et hommes BFEG, a publié le 14 juin 2017 une étude intitulée « Analyse de la jurisprudence cantonale relative à la loi sur l'égalité entre femmes et hommes (2004-2015) ». Cette analyse permet d'en savoir davantage notamment sur les types de discrimination les plus fréquemment invoqués devant les tribunaux, sur l'issue des procédures en fonction du type de discrimination, ou encore sur l'application des spécificités procédurales de la Loi sur l'égalité. L'étude montre que la rémunération, la grossesse et la maternité constituent les motifs de discrimination les plus souvent invoqués. Elle formule des recommandations qui sont autant de bases décisionnelles pour les autorités politiques, le milieu judiciaire et le monde académique.



GIG-Analyse\_2017\_e  
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(Version anglaise)

Groupe cible  
Autorités politiques, milieu judiciaire (tribunaux et autorités de conciliation, membres du barreau), monde académique

Objectif 4.  
Assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique

Changements politiques

- Stratégie concernant le personnel de l'administration fédérale 2016-2019 :
  - Mis en vigueur des valeurs cibles concernant la répartition entre les sexes. Les valeurs cibles concernant la proportion de femmes dans les cadres intermédiaires sont : 33,0% - 40,0%. Celles concernant la proportion de femmes dans la haute direction sont : 20,0% - 25,0%.
  - Vérifier le respect de l'égalité salariale entre femmes et hommes.
  - Offrir des conditions cadres qui favorisent la conciliation entre la vie professionnelle et la vie privée.

Autres activités

Le 30 septembre 2016, le gouvernement suisse a nommé Mme Pascale Baeriswyl en tant que Secrétaire d'Etat et Directrice politique du Département fédéral des affaires étrangères (DFAE). Elle est la première femme qui occupe cette position (« le No. 2 » dans le DFAE)

Groupe cible  
Autorités fédérales

Objectif 5.  
Intégrer dans toutes les politiques et dispositions une démarche soucieuse d'égalité entre les femmes et les hommes

Changements politiques

Nouvelle stratégie sur l'égalité des genres et les droits des femmes du Département fédéral des affaires étrangères :



Par sa stratégie Égalité des genres et droits des femmes, le Département fédéral des affaires étrangères (DFAE) entend mettre en lumière son engagement de longue date ; il entend également instaurer les conditions lui permettant d'intégrer la question de l'égalité des genres dans tous ses champs d'action. La stratégie du DFAE sur l'égalité des genres et les droits des femmes définit six objectifs stratégiques : s'il convient de renforcer l'autonomie des femmes sur le plan économique ainsi que leur participation à la vie politique, il faut également lutter contre toute forme de violences basée sur le genre. Les droits des femmes dans le domaine de la santé sexuelle et reproductive doivent être renforcés, de même que la place centrale de l'égalité des genres et des droits des femmes constituent dans toutes les activités bilatérales et multilatérales engagées. Il importe enfin que le DFAE s'engage à réaliser l'égalité des chances entre hommes et femmes en son sein. Des mesures concrètes sont formulées pour chaque objectif de la stratégie ; elles seront dès à présent soumises à un examen régulier.

#### Autres activités

- Setting up of Interministerial Working Group within federal administration with a view to analyzing, prioritizing and implementing CEDAW 2016 concluding observations:
  - Drafting «Roadmap» 2017-2020: action areas, measures, competences, timetable
  - Mainstreaming gender equality and women's rights issues within federal administration
  - Collaboration between Federal Office for Gender Equality FOGE and equality offices at the cantonal and municipal level

#### Groupe cible

Autorités fédérales et cantonales