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

**Activities and measures at the national level  
contributing to the achievement of the objectives of the  
Council of Europe Gender Equality Strategy 2018-2023**

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**Activités et mesures au niveau national contribuant  
à la réalisation des objectifs de la stratégie du Conseil de l'Europe  
pour l'égalité entre les femmes et les hommes 2018-2023**

**2018**

Contributions appear in the language as submitted.  
Les contributions apparaissent dans la langue dans laquelle elles ont  
été soumises.

## Contents

ALBANIA .....	5
ANDORRA .....	8
AUSTRIA .....	12
AZERBAIJAN .....	14
BELGIUM/BELGIQUE .....	22
BULGARIA .....	31
CROATIA .....	40
CYPRUS.....	49
DENMARK .....	64
ESTONIA .....	69
FINLAND .....	72
FRANCE.....	74
GERMANY .....	76
GREECE.....	83
HUNGARY .....	92
IRELAND.....	102
LUXEMBOURG.....	117
MALTA .....	124
REPUBLIC OF MOLDOVA .....	130
MONACO .....	138
MONTENEGRO .....	143
THE NETHERLANDS .....	148
NORWAY.....	152
POLAND .....	154
ROMANIA.....	171
RUSSIAN FEDERATION .....	180
SPAIN .....	187
SWEDEN .....	194
SWITZERLAND/SUISSE .....	199
TURKEY.....	202
UKRAINE .....	211
UNITED KINGDOM .....	228



<b>ALBANIA</b>
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<b>Objective 1.</b>
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<b>Prevent and combat gender stereotypes and sexism</b>
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<b>Legislative Changes</b>
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Law No. 47/2018 on some addenda and amendments to Law No. 9669 dated 18 December 2006 “on measures against violence in family relations”, as amended.
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<b>Policy Changes</b>
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The continued and effective implementation of the “National Strategy of Gender Equality 2016-2020”.
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<b>Other Activities</b>
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The implementation of Law No. 47/2018 on some addenda and amendments to Law No. 9669, dated 18 December 2006 “on measures against violence in family relations”, as amended, provides also measures on the organisation of awareness-raising campaigns against gender stereotypes, women rights and gender-based violence.
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<b>Target Group</b>
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Albanian society.
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<b>Objective 2.</b>
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<b>Prevent and combat violence against women and domestic violence</b>
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<b>Legislative Changes</b>
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Law No. 47/2018 on some addenda and amendments to Law No. 9669 dated 18 December 2006 “on measures against violence in family relations”, as amended.
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The innovations of this law are:
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| <ul style="list-style-type: none"> <li>• preventing and reducing cases of domestic violence and domestic violence and the special and non-discriminatory protection of any group that represents special protection needs;</li> <li>• improving the protective measures provided for in the law in the context of the immediate protection order and protection order, with particular regard to improving protection measures for children and all protected subjects;</li> <li>• increasing the security provided by the State Police through the Immediate Defence Preamble;</li> <li>• increasing the qualified free-of-charge court assistance, through the duties provided for the National Chamber of Advocacy and the Legal Aid Commission;</li> <li>• determining clear procedural deadlines for registration of the request for Protection Order and Immediate Protection Order and for appeals against judicial decisions;</li> <li>• expected explicit provision by state bodies to provide free of charge, any expertise service in domestic violence cases;</li> <li>• clearer definition of responsible bodies, their duties, and the responsibility of officials.</li> </ul> |
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Proposed additions and amendments as well as the completion of the relevant sub-legal framework aim at the following effects during the implementation of the improved law:
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| <ul style="list-style-type: none"> <li>• preventing and reducing cases of domestic violence,</li> <li>• increasing efficiency and co-operation of responsible structures working in support of victims of domestic violence.</li> <li>• increased participation of perpetrators in specific rehabilitation services with a particular focus on alcoholic abusers, drug addicts, or people with mental health problems, clearly disclosed in</li> </ul> |
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court decisions for issuing protection orders.

#### **Policy Changes**

The continued and effective implementation of the “National Strategy of Gender Equality 2016-2020”.

#### **Other Activities**

- Establishment and strengthening of the Co-ordinated Referral Mechanism of cases of domestic violence” (hereinafter CRM) in 61 Municipalities (39 out of 61).
- Capacity building of the CRM members, especially of local co-ordinators.
- Enhancement of the services provided to the gender based violence victims, as well as violators.
- Further enhancement of the digitalised system for domestic violence referrals.
- Awareness-raising campaigns regarding gender stereotypes, women rights and gender-based violence.

#### **Target Group**

Albanian society; gender mechanisms; victims of domestic violence; women; children; vulnerable groups, etc.

### **Objective 3.**

#### **Ensure the equal access of women to justice**

##### **Legislative Changes**

Law No. 111/2017 on State Aid Legal Assistance. This law provide free services for all vulnerable groups.

##### **Policy Changes**

Free Legal Clinic at the Ministry of Justice; Free legal clinic in some municipalities.

##### **Other Activities**

Awareness-raising campaigns regarding gender stereotypes, women rights and gender-based violence. Awareness-raising campaign to recognise the law.

##### **Target Group**

Albanian society; gender mechanisms; victims of domestic violence; women; children; vulnerable groups, etc.

### **Objective 4.**

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

##### **Policy Changes**

The continued and effective implementation of the “National Strategy of Gender Equality 2016-2020”.

##### **Other Activities**

The creation of a parliamentary women's alliance.  
The establishment of the alliance of women members of municipal councils.  
Awareness-raising campaigns.

##### **Target Group**

Albanian society; gender mechanisms.

**Objective 5.****Protect the rights of migrant, refugee and asylum-seeking women and girls****Legislative Changes**

Law No. 47/2018 on some addenda and amendments to Law No. 9669 dated 18 December 2006 “on measures against violence in family relations”, as amended.

**Objective 6.****Achieve gender mainstreaming in all policies and measures****Legislative Changes**

New legislation on the preparation and monitoring of the budget, at central and local level, that provide for all budget institutions, central and local, to define Gender Key Performance Indicators in their Medium-Term Budgets, at all levels of planning

- New instructions of the Minister of Finance and Economy on the standard preparation of central and local budgets.

**Policy Changes**

The continued and effective implementation of the “National Strategy of Gender Equality 2016-2020”.

**Other Activities****Capacity building**

- Training of the officials of the line ministries and municipalities on the new legislation.
- Coaching and on-the-job training for the officials of Line Ministries on the preparation of MTBP 2019-2021.
- Training of the gender employees in the line ministries and municipalities.
- Information session for the members of parliament (Women MP Alliance) on gender mainstreaming with a special focus on gender responsive budgeting.

**Target Group**

Line ministries, municipalities and MPs.

<b>ANDORRA</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Policy Changes**

The Department of Equality Policies of the Ministry of Social Affairs, Justice and Interior, in collaboration with the Ministry of Education and Higher Education, has created a children's tale-guide based on an Andorran legend, the *Dama Blanca d'Auvinyà* (The White Lady of Auvinyà), with the purpose of presenting the role of an exceptional woman, active and independent, in order to show a change in the usual gender stereotypes and roles. This tale-guide aims at offering a tool to work on gender stereotypes and co-responsibility at home.

The tale includes activities so that teachers, mothers and fathers may use it as a pedagogical tool. Its title is "El tresor de la Maria" (Maria's treasure) and it has been distributed to all schools, nursery schools and play centres.

**Target Group**

Andorran population, especially children under 18 and youth.

**Link**

[https://www.aferssocials.ad/images/stories/Collectius/lgualtat/El\\_tresor\\_de\\_la\\_Maria\\_Conte.pdf](https://www.aferssocials.ad/images/stories/Collectius/lgualtat/El_tresor_de_la_Maria_Conte.pdf)

**Objective 2.****Prevent and combat violence against women and domestic violence****Policy Changes:**

The National Commission of Prevention of Gender and Domestic Violence approved on 5 June 2018 a collaboration guide and action protocols in cases of gender and domestic violence, according to Law 1/2015 of 15 January for the eradication of gender and domestic violence.

It is a technical document which guarantees the organisation of actions carried out by different ministries and departments of the public administration involved in prevention, assistance and prosecution of gender violence and domestic violence.

The action protocols of each area involved set up the referral and collaboration mechanisms in order to offer to the victims a co-ordinated and comprehensive action between ministries and involved professionals.

These guides and protocols were produced by the Department of Equality Policies of the Ministry of Social Affairs, Justice and Interior during 2018. They worked together with other governmental departments and organised training for several professionals to reveal this problem and to help them detect and refer possible cases.

During September 2018, leaflets to raise awareness about the Help Point Service for Victims of Gender Violence were issued in Catalan, English, French, Portuguese and Spanish. These leaflets are currently being distributed to different government departments and other entities in Andorra.

**Target Group**

Professionals of several governmental departments: police, health, justice, public prosecutor's office, education, etc.



**Link**

[https://www.aferssocials.ad/images/stories/Collectius/Igualtat/Guia\\_collaboracio\\_violenca\\_genere\\_i\\_domestica.pdf](https://www.aferssocials.ad/images/stories/Collectius/Igualtat/Guia_collaboracio_violenca_genere_i_domestica.pdf)

**Objective 3.****Ensure the equal access of women to justice****Policy Changes**

On 19 April, the Department of Equality Policies, together with the High Court of Justice, organised a conference on the statement made by the victims of gender violence as incriminating evidence to undermine the presumption of innocence. This conference was given by three experts and was aimed at judges and magistrates, court secretaries and public prosecutors.

**Target Group**

Judges and magistrates, court secretaries and public prosecutors.

**Objective 5.****Protect the rights of migrant, refugee and asylum-seeking women and girls****Legislative Changes**

As a response to the humanitarian crisis derived from the Syrian conflict, Andorra has granted itself a specific legal framework that will allow the safe arrival of people who will be able to take the temporary and transitory protection regime which has been set up. Therefore, Law 4/2018, of 22 March, temporary and transitory protection for humanitarian reasons (from now on, Law 4/2018) regulates a legal concept of international protection, with a specific identity different from that of refugees, even if both share the same essence, so that the people who may benefit from this special regime may obtain immediate protection, temporary and transitory, through the granting of a residence and work permit.

Also, Law 4/2018 defines which are the people who may benefit from this protection and creates the legal entity of the representative of temporary and transitory protection as the person of reference for the beneficiaries, someone who will assist and give support when dealing with proceedings and formalities, help establishing agreements with civil society and, at the same time, give advice in anything that may be needed as from the very moment of arrival in Andorran territory and up to the time when these temporary beneficiaries will have to leave the country.

As a follow-up to the approval of Law 4/2018, a protocol of understanding with the Community of Sant'Egidio was signed in order to establish a humanitarian corridor which will enable the safe arrival of people coming from Lebanese settlements who have voluntarily accepted to take this temporary and transitory protection regime that has been set up for Andorra.

**Policy Changes**

The Help Point Service for Refugees has been created and stems from the Department of Equality Policies and the Department of Assistance for Persons and Families of the Department of Social Affairs for the implementation and co-ordination of transversal and multidisciplinary actions, with the purpose of guaranteeing a comprehensive assistance for the refugees who may be eligible to live in the Principality of Andorra.

**Target Group**

Andorran population and families of refugees.

**Link**

[https://www.bopa.ad/bopa/030022/Pagines/CGL20180411\\_10\\_27\\_12.aspx](https://www.bopa.ad/bopa/030022/Pagines/CGL20180411_10_27_12.aspx)

**Objective 6.****Achieve gender mainstreaming in all policies and measures****Policy Changes**

The Department of Equality Policies, together with the Department of Employment and Work of the Ministry of Social Affairs, Justice and Interior, has encouraged a project to promote gender equality in a work environment. The name of the project is “Olympe de Gouges” award.

The objective of this project is promoting equality culture in business, stressing not only legal obligations (both national and international), but also the important economic effects that the implementation of these equality measures may have for business companies.

The need for this kind of project was confirmed by data that was collected in matters of equal opportunities during the preparation of the “*Llibre blanc de la igualtat*” (White paper on Equality), in which the gender income gap and vertical or horizontal workplace discrimination are highlighted.

This project is carried out every year. Business companies present their gender equality plans and on the 8 March (International Women’s Day) the award is delivered, thus recognising the work done in this matter.

**Target Group**

Andorran population, especially Andorran business companies.

**Link**

[https://www.aferssocials.ad/images/stories/docs/Bases\\_OlympeGouges2.pdf](https://www.aferssocials.ad/images/stories/docs/Bases_OlympeGouges2.pdf)

**MAIN CHALLENGES:**

On 15 January 2015, the Consell General (Andorran Parliament) agreed to promote the creation of the “*Llibre Blanc de la Igualtat*”, with the support of the Andorran Government, the collaboration of the Institut d’Estudis Andorrans (Andorran Studies Institute) and the Ministry of Health and Welfare (currently the Ministry of Social Affairs, Justice and Interior). The Legislative Committee of Social Affairs and the Department of Equality Policies were the responsible bodies.

The main objective of the “*Llibre Blanc de la Igualtat*” was to compile and analyse all the information gathered about the real situation on equality matters in Andorra, in order to identify and prioritise the promotion, by the Parliament and other public entities, of a real equality culture in Andorra. Moreover, not only is it a useful information check and guidance tool, it also should be noted that the “*Llibre Blanc de la Igualtat*” was only possible because of a participative process involving citizens and especially as a result of a debating process involving social entities and citizens. This work was carried out during 2017 and 2018.

The “*Llibre Blanc de la Igualtat*” offers, in the first place, a broad and quantitative portrait of the social situation in Andorra in 2017, with indicators and data at a general level, but also with specific data from different social groups that was analysed (children and youth, women, elderly people, persons with disabilities, immigrants and the LGBTIQ community).

After finishing the “*Llibre blanc de la igualtat*”, the Government started proceedings to prepare a law on Equal treatment and non-discrimination which encapsulates the conclusions and priorities highlighted in the above-mentioned White Paper.

Both this White Paper and this Law on Equality are very valuable documents which give an insight on the situation of women, gender equality and the prevention of gender violence in Andorra.

**Link**

[HTTPS://WWW.AFERSSOCIALS.AD/IMAGES/STORIES/COLLECTIUS/IGUALTAT/LLIBRE\\_BLANC\\_IGUALTAT.PDF](HTTPS://WWW.AFERSSOCIALS.AD/IMAGES/STORIES/COLLECTIUS/IGUALTAT/LLIBRE_BLANC_IGUALTAT.PDF)

<b>AUSTRIA</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Other Activities**

The event series "Equality in conversation" has taken place since 2013. The 10th event on "Science and Technology - Insight into Practice" was organised on 25 June 2018. It focused on girls in MINT (mathematics, computer science, natural sciences and technology) and on experiences from the online platform [www.meinetechnik.at](http://www.meinetechnik.at).

**Source**

<https://www.frauen-familien-jugend.bka.gv.at/frauen/gender-mainstreaming-budgeting/veranstaltungen.html>

**Brochures**

<https://www.frauen-familien-jugend.bka.gv.at/frauen/publikationen/leitfaeden-und-folder.html>

**Objective 2.****Prevent and combat violence against women and domestic violence****Other Activities**

"16 days against violence": The annual campaign "16 days against violence" starts on 25 November. The Ministry of Women's Affairs has participated in this international action since 2007.

"From Peace in the Home to Peace in the World: Make Education Safe for All!"

The national information campaign 2017 focuses on domestic violence and the role of health professionals in preventing and combating violence against women and children, as well as hatred in the network.

**Source**

<https://www.frauen-familien-jugend.bka.gv.at/frauen/gewalt-gegen-frauen/initiativen/16-tage-gegen-gewalt.html>

"Living FREE of violence - A campaign to prevent violence against women and children"

As part of the campaign, numerous measures were taken against violence against women: Women's Helpline Against Violence 0800 222 555, the support of own projects by dedicated individuals, companies and organisations, as well as projects targeting five specific Target Groups (health, children and adolescents, media, migrants and high-risk victims). Furthermore, extensive information material was created. Due to the financial support of the Women's Ministry and the Federal Ministry of Labour, Social Affairs and Consumer Protection, the campaign could also be continued in 2016/2017.

<http://www.gewaltfreileben.at/en/>

**Brochures (2017)**

Legal information, practical advice and Support services for women affected by violence

Folder Tradition and violence against women, Female Genital Mutilation FGM/C

Tradition and violence against women, Forced marriage

<https://www.frauen-familien-jugend.bka.gv.at/frauen/publikationen/gewalt-gegen-frauen.html>

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

Gender equality law of women and men in the supervisory board – GFMA-G (BGBl. I Nr. 104/2017): From 1 January 2018, appointments and postings to supervisory boards of listed stock companies and of companies with more than 1,000 employees whose boards consist of at least six seats, must consist of a minimum of 30% of the underrepresented sex. Only companies that have a workforce with less than 20% employees of one sex are exempt from the new regulations. Appointment votes and postings that fail to meet the required minimum are void and board members holding such seats are barred from voting. Current seat holders on company boards will not be affected.

**Objective 5.****Protect the rights of migrant, refugee and asylum-seeking women and girls****Other Activities**

The women's counselling service of the Diakonie Flüchtlingsdienst funded by the Fonds Soziales Wien (FSW) was opened:

[https://fluechtlingsdienst.diakonie.at/sites/default/files/fluechtlingsdienst/beratung/frauenberatung\\_wien\\_web.pdf](https://fluechtlingsdienst.diakonie.at/sites/default/files/fluechtlingsdienst/beratung/frauenberatung_wien_web.pdf)

**Objective 6.****Achieve gender mainstreaming in all policies and measures****Legislative Changes**

Economic evaluations of the persisting gender wage gap show that a considerable proportion of wage inequalities between men and women results from unpaid leave periods that are not taken into account for the calculation of regular pay increases. In October and November 2017, the social partners of collective agreements for the trade and commerce sector and for the metal-working industry amended their pay schemes, which now contain new provisions requiring employers to recognise parental leave periods of up to 22 months for all pay increases related to seniority.

<https://www.wko.at/service/kollektivvertrag/kollektivvertrag-angestellte-lehrlinge-handel-2018.html>

<https://www.wko.at/service/kollektivvertrag/metallgewerbe-kollektivvertrag-angestellte.html>

Since 1 March 2017, the new “Familienzeitbonusgesetz” provides a financial support of €22.60 per day for the father or same-sex parent, who interrupts his or her employment relationship for one month (28 to 31 days) on the occasion of the birth of the child(ren).

[BGBl. I Nr. 53/2016](https://www.ris.breg.at/BGBl.1.Nr.53/2016)

**Other Activities**

During the Austrian EU Presidency, the High Level Group on Gender Mainstreaming and Gender Equality met in Vienna on 23-24 July.

This High Level Group addresses key issues of gender equality, such as differences in income between women and men in EU member states and measures to prevent violence against women. Future topics such as digitalisation and its impact on genders will also be discussed. The group meets twice a year, at the beginning of each new EU Presidency. Its aim is to help the Presidency identify relevant policy areas and themes for European Council meetings.

The Informal ministerial meeting of equality ministers from EU member states took place on 12 October 2018. The informal ministerial meeting is linked to the conference "Gender Equality and YOU", which took place on 11 and 12 October 2018 in the Austria Centre, Vienna.

<b>AZERBAIJAN</b>
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<b>Objective 1.</b>
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<b>Prevent and combat gender stereotypes and sexism</b>
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<b>Policy Changes</b>
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Bearing in the mind that education is the key to the advancement of women the government tries to improve the access of women to quality higher education. The number of women studying at higher education institutions was 80,000 in 2016-2017. According to official statistics for the beginning of the 2017, there were 47 women and 53 men per 100 educated students in Azerbaijan. The work is strengthened in those regions where there is a decrease in the number of girls entering the universities. Every year, the State Students' Admission Commission conducts a gender review of the entrance examination.

The technical assistance project on "The promotion of women's participation in economic and social life in rural and regional areas" continued in the country to create the mechanism for disseminating knowledge, teaching skills and facilitating information exchange in the area of rural women's economic empowerment. The project envisioned this mechanism as a regional Women's Resource Centre focusing on economic and social empowerment of rural women and strengthening efforts in addressing the needs and concerns of rural women in the area of economic and social participation. Special vocational training on "financial literacy" and "start your business and improve it" takes place in the region regularly to provide women with the necessary knowledge about the basics of finance and to support the women who are engaged in or wish to start small- and medium-sized businesses. Special labour fairs are held to help rural women to get new places of work.

The survey (IMAGES) on "Gender equality and gender relations in Azerbaijan: Current situation and perspectives" has been conducted and the report on the results is under preparation.

<b>Other Activities</b>
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- Assessment of employment opportunities/vacancies in the local labour market that could be filled by active women in rural areas.
- Gender assessment on "Women in Private Sector in Azerbaijan: Challenges and Opportunities".
- Trainings courses where relevant 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 writing business proposals.
- 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.
- Training of active youth to become community trainers and change agents by learning public speech and facilitation skills, raising awareness in rural communities about gender equality issues (e.g. identifying and preventing different forms and negative impacts of gender-based violence and gender biases), and disseminating general knowledge about the UN Sustainable Development Goals.
- Capacity building for rural teachers in gender-sensitive classroom management and adapting

current curriculum to promote women role models and to address gender biases.

- Mainstreaming the collaboration with and participation of municipalities on gender sensitivity issues/activities.

#### **Target Group**

Rural women and girls in six regions of Azerbaijan; rural youth in Salyan region; private sector and banks; local authorities.

#### **Objective 2.**

#### **Prevent and combat violence against women and domestic violence**

#### **Policy Changes**

##### **1. Development of the National Action Plan on Gender biased sex selection (GBSS)**

UNFPA co-partnered with the State Committee for Family, Women and Children Affairs (SCFWCA), MLSPP and the MYS for the development of the National Action Plan on prevention of and response to the gender biased sex selection in Azerbaijan. The document is currently being updated based on the feedback received by all partner organisations.

##### **2. Development of sex disaggregated data**

Ten sex-disaggregated indicators have been developed and integrated into the national statistical database which is available on the website of the SSC. The annual statistical compilation with full set of data for 2017 is also available.

##### **3. Development of essential service packages on gender-based violence prevention and response (ESPs)**

UNFPA established a technical group composed of the representatives of the SCFWCA (in the capacity of a co-ordinating body), MLSPP, the Ministry of the Interior and the Ministry of Health, to adapt and finalise the Essential Service Packages (ESP) for women and girls subjected to violence, originally drafted by UNFPA in partnership with other UN agencies. The packages represent a guidance tool for identifying the essential services to be provided to all women and girls who have experienced gender-based violence (GBV), including services that should be provided by health, social services, police and justice sectors. The package also provides guidelines for the co-ordination of these services. The package is expected to be finalised by the end of 2018 and officially submitted to the government for endorsement.

##### **4. Finalisation of the National Action Plan on Gender-based Prevention and Response**

UNFPA provided international expert support to the SCFWCA to revise the draft National Action Plan on Gender-based Prevention and Response. The updated version of the document is scheduled to go through the next round of reviews by the Cabinet. Thereafter, the national Action Plan will be submitted for endorsement.

##### **5. Survey on prevalence rates of gender-based violence in Azerbaijan**

In close partnership with the SCFWCA and the SSC, UNFPA held a survey on prevalence rates of GBV in Azerbaijan and women's coping strategies. The methodology of the WHO multi-country study on GBV and women's coping strategies was used for the purposes of the study. The field work was finalised in early 2018. Currently, the experts are working on the study report which is expected to be launched in 2018.

##### **6. Development of the national inter-agency GBV database**

UNFPA provided technical support to the SCFWCA for the development of the national inter-agency GBV database. The database aims to contribute to improved institutional response capacity, as well



as ensure the availability of an adequate tool for internal accountability and performance monitoring. The database is expected to not only routinely collect data on GBV incidents throughout the country, but also facilitate evidence-based decision making on the subject matter.

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Decree No. 207 of the Cabinet of Ministers of the Republic of Azerbaijan dated 19 December 2011, in order to ensure fulfilment of paragraph 1.5 of the Decree No. 331 of the President of the Republic of Azerbaijan dated 1 October 2010 "On the application of the Law of the Republic of Azerbaijan", "On Prevention of Domestic Violence", "Rules of Organisation and Conduct of Information Bank on Domestic Violence" were approved. According to paragraph 1.2 of these rules, the Data Bank is created and conducted by the SCFWCA of the Republic of Azerbaijan. The Ministry of Internal Affairs, the Ministry of Justice, the Prosecutor General's Office, the Ministry of Labour and Social Protection of Population, local executive authorities and the centres of assistance to victims of domestic violence should submit information on domestic violence to the Committee. In order to organise the electronic data bank software and technical support of the central server supplies The SCFWCA is involved with the relevant institutions. The co-ordinators for the establishment of the online bank have been identified and the process of preparing technical conditions has started. The domestic violence data bank contacts have been identified. On 4 October 2017, the presentation of the "Online" Information Bank took place and on 11 October, training on its use took place. The data bank is based on artificial intelligence and incorporates new technologies.

#### **7. Capacity-building training for the GBV monitoring groups**

UNFPA provided support to the SCFWCA to organise capacity-building training for the local GBV monitoring groups functioning under the auspices of the local executive committees. The training is scheduled to run through to the end of October 2018.

#### **8. Capacity-building training for the staff of the Family Support Centres**

UNFPA provided international expert support to the SCFWCA to conduct the capacity-building training for the staff of the Family Support Centres (FSCs) on how to identify and support the victims of GBV. A four-day capacity-building training was organised on 14-17 December 2017 in Mingchevir. The aim of the training was to advance knowledge and skills of professional staff of the SCFWCA's FSCs and local NGO-run service providers dealing with GBV prevention and response. The training was held for the staff of 11 regional FSCs and two NGOs (Clean World PU and Tamas PU) which are accredited to provide support and sheltering services to GBV victims. 21 participants in total participated in the training. The training was given by Professor Ayshe Akin and Dr Ezgi Turkchelik, well-known international experts on the subject.

#### **9. Working with media to address gender biased sex selection**

On 24-25 May, UNFPA organised a capacity-building workshop for media representatives on GBSS which took place in Baku. It brought together representatives from print media and bloggers. The UNFPA invited an experienced international expert to work with media on how to professionally cover this topic, observing ethics in narration, photo and video. Following the workshop, the competition for the best material was announced among the participants.

Special monitoring groups on GBV and violence against children were established in each region of the country with participation of different state organisations. They examined the situation and the effectiveness of the measures implemented, determined the families at risk and provided them with support, analysed the causes of violence and provided protection to the victims of violence. To improve collection, analysis and use of data and research to enhance GBV prevention, the government has established a country-wide online database on violence against women. Capacity



building is ongoing in regions to increase skills in data collection, analysis, dissemination and use.

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With the financial support of the United Nations Population Fund, the Kingdom of the Netherlands and the European Union, a **new project has been launched in our country to prevent selective abortions, to give value to girls in the family and society, and combat gender-based violence**. The project is funded by the SCFWCA, the Ministry of Labour and Social Protection, and the Ministry of Youth and Sport.

#### **Other Activities**

- 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 about the 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 activism.
- Development of a legal education guide for NGOs 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 the 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 participation of government and NGOs.

#### **Target Group**

Rural women and communities in six regions of Azerbaijan; local NGOs.

#### **Objective 4.**

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

#### **Policy Changes**

In order to facilitate the creation of new job positions and development of small and medium entrepreneurship specially among rural women, the government conducts the assessment of employment opportunities for women in the local labour market and business development trainings in the framework of the projects on “Enabling civil society to play greater role in advancing gender equality and women’s rights”.

Along with the business development training, special awareness raising and sensitisation campaigns to change gender stereotyping related to the choice of jobs and gender-based distribution of family duties are conducted regularly. The SCFWCA holds meetings 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. Special training on the “Development of policies in the area of economic empowerment and community-based activism of young women” and “Gender-sensitive policies for economic participation of rural women” is conducted for the staff of local executive authorities, representatives of trade unions, private sector enterprises, and public officials from relevant agencies.

Representation of women in local government levels increased significantly after the municipal

elections of 2009 to 26% and to 35.6 % after the 2014 elections. However, after the second elections in 2004, the figure was only 4%. The result of gender equality and empowering women's participation in local decision-making processes is important. However, experience has shown that quantitative change in itself does not lead to a change in quality. Hence focus on strengthening women's participation and the establishment of the legal and institutional mechanisms is necessary to ensure gender equality in local governance. GIZ Good Local Governance Programme reviewed the current situation conditioned by legal and institutional mechanisms for women in local governance, as well as the need on legal and institutional mechanisms to ensure gender equality necessitated the adoption of a number of international instruments. Based on international experiences, institutional changes were recommended namely the creation of permanent gender commissions in larger municipalities and proposing gender focal points in smaller municipalities.

#### **Other Activities**

- Assessment of barriers preventing women's civic engagement in the regions.
- Establishment of Women Resource Centres (WRCs) in Bilasovar, Masalli, Sabirabad, Salyan, Neftchala and Zagatala.
- Training for four WRCs and its members to build robust capacity on organisational development and NGO management skills.

#### **Fifth Women's Forum**

On 30 May 2018 in *Baku Congress Centre*, the SCFWCA of the Republic of Azerbaijan organised the Fifth Women's Forum (Forum) dedicated to the 100th anniversary of the women's vote in Azerbaijan.

The Forum brought together state and government officials, MPs, representatives of the diplomatic corps accredited in the country, NGO representatives, public and political figures, representatives from all regions of the country.

The Forum focused on celebrating the 100th anniversary of the recognition of the equal rights of all citizens, especially the rights for women to vote during the Azerbaijan Democratic Republic, established on 28 May 1918, as well as to discuss achievements gained in the field of protection of women's rights in the last 100 years and to identify the challenges ahead.

GIZ Good Local Governance Programme contributing to ensure balanced participation of women in local governance and decision-making processes through different methods, such as:

- a) Capacity development, awareness-raising sessions on gender and women rights, technical and soft skills trainings, mentoring;
- b) Organisational capacity building for enabling environment through strategy development, exchange of experiences;
- c) Advocacy through toolkits for improving gender sensitivity, women leadership and better equipping women – get active, effective political communication and leadership manuals have been prepared and disseminated through different capacity building among women members of municipalities. 12 training sessions on effective political communication have been organised with 300 women involved.

There were 25 training sessions on effective political communication organised with up to 600 women involved. Besides country-wide training, the regional activities also were supported by GIZ Good Local Governance Programme and played an important role in bringing together local women politicians from three South Caucasus countries such as "training on gender focal points in local level" (5-6 October 2017, Tbilisi, Georgia) and "training on gender sensitive budgeting" (28-29 June 2018, Lapota Georgia) which were successful platforms for further exchange.

**Target Group**

Rural women and community members

**Objective 5.****Protect the rights of migrant, refugee and asylum-seeking women and girls****Policy Changes**

To nationalise and integrate the Sustainable Development Goals into the country's development agenda, Azerbaijan keeps its focus on the conformity of national goals with the global targets. "Strategic Road Maps on the national economy and main economic sectors" and the development concept "Azerbaijan 2020: look into the future" contains a set of measures on strengthening social protection of the population, especially vulnerable groups including IDPs and refugees women who form half of the one million refugees and IDPs living in Azerbaijan and rural women.

**Objective 6.****Achieve gender mainstreaming in all policies and measures****Policy Changes**

The adoption of several steps towards the liberalisation of business environment including the elimination of licenses for various fields of activity, the improvement of tax system, as well as the establishment of "Support for Family Business" centres (ABAD) facilitate the creation of new job positions and development of small and medium entrepreneurship specially among rural women. The work carried out by the state and the loans provided by the National Fund on Assistance for Entrepreneurship also provide extensive support to the development of women businesses, especially in rural areas and among women refugees.

**Other Activities**

The National Programme for Action to Raise Effectiveness of the protection of Human Rights, State Programme on Azerbaijan Youth, State Programme on improving mother and child health and the National Strategy on Combating Domestic Violence, are all aimed at ensuring and promoting rights of women, and achieving their full development and advancement.

The Council of Europe project "Gender equality and media freedom in Azerbaijan" aims to promote gender equality in and through media in Azerbaijan.

The project aims at:

- reviewing and updating the code of ethics for Azerbaijani journalists from a gender equality perspective;
- raising awareness about Council of Europe standards on gender equality and media freedom among journalists and media professionals in Baku and the regions;
- improving the quality of media education by developing new curricula and teaching courses on gender equality and media freedom.

All project activities are implemented in consultation and co-operation with relevant public authorities, national and international experts, media professionals and local NGOs in the country.

**Council of Europe on gender equality and media freedom in Azerbaijan**

The Council of Europe organised a round table on "Gender equality and media" on 27 February 2018 in Baku. The main aim of the round table was to raise awareness about the Council of Europe standards on gender equality and media freedom, to present a new project of the Council of Europe on "Gender equality and media freedom in Azerbaijan" to national counterparts and international

organisations, and to give the floor to open discussions.

The round table was split into two thematic sessions and concluded by a separate questions and answers session. The first session was devoted to the Council of Europe standards on gender equality and media. Lejla Dervisagic made a presentation on the topic and mentioned that despite some progress of gender equality in Europe, the participation of women in media process is still alarming. Lejla Dervisagic also highlighted the most recent study (December 2017) on media coverage of elections with a specific focus on gender equality.

It was stressed that the new project aims to bring the Code of Ethics for Azerbaijani journalists in line with the Council of Europe standards on gender equality and media freedom; to raise awareness among journalists and media on the Council of Europe standards on gender equality and media freedom, and to improve the quality of journalism education through a new curriculum and teaching course on “Gender equality and media freedom”.

Local law and media experts raised the main issues of concern which existed in the country on gender equality and media in the second session and made their proposals on how to improve the situation.

About 35 representatives of state authorities (Presidential Administration, Ombudsman Office, Ministry of Foreign Affairs, SCFWCA), academia, members of the Press Council, media professionals, civil society, as well as representatives of international organisations and embassies participated in the round table and actively took part in the discussions.

#### **Training sessions on gender equality and media freedom in the regions of Azerbaijan**

Two training sessions on “Gender equality and media freedom: the Council of Europe standards” for journalists and representatives of civil society were organised in two regions of Azerbaijan - Shaki and Zaqatala - on 30-31 May 2018 within the Council of Europe project “Gender equality and media freedom in Azerbaijan”, in close co-operation with the Ombudsman Office of the Republic of Azerbaijan and the Azerbaijani Press Council.

The main aim of the training was to raise awareness about European standards on gender equality and media freedom among journalists and representatives of civil society from the regions and to have open discussions. The training sessions were conducted by experienced local experts, who made presentations on the Council of Europe standards on gender equality and media, journalism ethics and media coverage of gender issues, as well as the best practices and Azerbaijani experience in the related field.

More than 50 journalists and representatives of civil society from the regions were trained and actively took part in the discussions.

#### **Journalists in the regions of Azerbaijan trained on gender equality and media freedom**

Three training sessions on “Gender equality and media freedom: the Council of Europe standards” for journalists and representatives of civil society were organised in three regions of Azerbaijan - Mingachevir, Ganja and Gazakh on – 4-6 July 2018 within the Council of Europe project “Gender equality and media freedom in Azerbaijan”, in close co-operation with the Ombudsman Office of the Republic of Azerbaijan and the Azerbaijani Press Council.

The main aim of the training was to raise awareness about European standards on gender equality and media freedom among journalists and representatives of civil society from the regions and to have open discussions. The training sessions were conducted by experienced local experts, who

made presentations about the Council of Europe standards on gender equality and media, journalism ethics and media coverage of gender issues, as well as the best practices and Azerbaijani experience in the related field.

About 70 journalists and representatives of civil society (including 27 women) from the regions were trained and actively participated in the discussions.

**Target Group**

Journalists, civil servants, NGO's, lawyers, students, entrepreneurs

**ADDITIONAL COMMENTS**

**Council of Europe documents on gender equality and media which have been translated or currently in preparation from English into Azerbaijani**

- Recommendation (2013) 1 of the Committee of Ministers to member states on gender equality and media;
- Council of Europe Gender Equality Strategy 2018-2023;
- Recommendation 1555 (2002) by the Parliamentary Assembly of the Council of Europe on Image of women in the media;
- Recommendation 1799 (2007) by the Parliamentary Assembly of the Council of Europe on Image of women in advertising;
- Resolution 1751 (2010) by the Parliamentary Assembly of the Council of Europe on Combating sexist stereotypes in the media;
- Recommendation 1931 (2010) by the Parliamentary Assembly of the Council of Europe on Combating sexist stereotypes in the media ;
- Handbook on the implementation of Rec. CM/Rec (2013)1.

<b>BELGIUM/BELGIQUE</b>
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<b>Objective 1.</b>
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<b>Prevent and combat gender stereotypes and sexism</b>
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<b>Other Activities</b>
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En 2014, la Belgique se dotait d'une loi visant à lutter contre le sexisme dans l'espace public. Pour la première fois en 2017, un chef d'accusation de sexisme dans l'espace public a été retenu et a abouti à une condamnation.

Au niveau fédéral, la Secrétaire d'État chargé de l'égalité des chances a lancé une campagne sur le harcèlement sexuel dans l'espace public en novembre 2017. Elle vise à dénoncer l'intimidation sexuelle dans la rue et à inciter les témoins de ces comportements à intervenir en dénonçant les auteurs. Un site internet dédié à cette campagne ([www.ikgrijpin.be/www.jinterviews.be](http://www.ikgrijpin.be/www.jinterviews.be)) donne plus d'informations et de conseils pour réagir.

Afin de lutter contre la discrimination liée à la grossesse et à la maternité et les stéréotypes qui y sont liés, l'Institut pour l'égalité des femmes et des hommes a lancé une grande campagne « Maman reste à bord ». L'objectif de la campagne était de sensibiliser les femmes enceintes, pendant ou après le congé de maternité, ainsi que les femmes qui envisagent de devenir mères au fait qu'elles ne doivent pas être discriminées, rejetées ou harcelées, du fait de leur grossesse ou de leur maternité, qu'elles ont des droits. Il s'agissait de les encourager à s'informer et à porter plainte auprès de l'Institut, le cas échéant. La campagne comprend des affiches, une carte postale, un dépliant de sensibilisation et un guide d'information intitulé « La grossesse au travail. Guide pour la travailleuse et l'employeur pour un traitement sans discrimination ». Ce matériel promotionnel a été largement distribué à la fin de l'année 2017 ([https://igvm-iefh.belgium.be/fr/activites/discrimination/grossesse/campagne\\_maman\\_reste\\_a\\_bord](https://igvm-iefh.belgium.be/fr/activites/discrimination/grossesse/campagne_maman_reste_a_bord)). L'état des lieux 2017 de la discrimination fondée sur le sexe publié par l'Institut a montré que, dans le domaine de la discrimination liée à la grossesse et à la maternité, le nombre de déclarations a doublé tandis que le nombre total de signalements augmentait sensiblement (+34% par rapport à 2016).

Le dimanche 10 juin, jour de la fête des pères en Belgique, la Secrétaire d'État à l'égalité des chances a lancé une grande campagne pour encourager davantage d'hommes à prendre un congé parental. La campagne « Congé parental recrute des pères » a été conçue pour encourager le partage du congé parental entre les parents afin de permettre une meilleure répartition des tâches relatives au ménage et aux soins.

Flanders aims to actively combat stereotyping in the media. It does so by providing the contact information of diverse experts in various subjects to journalists and other professionals working in media. Relevant information is collected in the "expert database", an online tool connecting journalists to (amongst others) female experts. Through this initiative, the Flemish government wishes to adjust the stereotypical image of the white, male expert and promote diversity in the media.

In this past year, the existing database was evaluated, updated and improved, making it more effective and more easily accessible. Additionally, two campaigns were launched; one promoting the database towards its potential users and one encouraging experts to register.

In March 2018, the Flemish government launched the renewed "genderklik"-website ([www.genderklik.be](http://www.genderklik.be)). Men and women fall victim to the gender stereotypes that are engrained in our societal structures. This website is a tool looking to inform the wider public regarding gender

mechanisms and the way the subconsciously shape our lives and limit our choices. It looks to shed light on gender as theoretical concept and render it tangible to its visitors.

Flanders additionally finances specific research on the development of gender-related expectations from childhood on. By extensive analysis on existing datasets, Ghent University aims to determine which factors influence the relational, sexual and gender experiences of adolescents. The results of this study will come out in the summer of 2019.

Au niveau de la Communauté française et des médias et de l'audiovisuel, le Conseil Supérieur de l'Audiovisuel (CSA) de la Communauté française a publié en avril 2018, l'édition 2017 du Baromètre de l'égalité et de la diversité dans les médias, subdivisé en deux sections :

- "Le Baromètre Diversité-Egalité 2017 dans les programmes audiovisuels" basé sur 5 critères : genre, origine, âge, catégorie socio-professionnelle et handicap. <http://www.csa.be/documents/2820>.
- "Le Baromètre Diversité Egalité dans les communications commerciales" qui porte sur la représentation des hommes et des femmes dans la communication commerciale. Quantitatif et qualitatif, il a pour objectif de susciter la réflexion et d'encourager le dialogue sur l'image des femmes et des hommes dans la communication commerciale, entre les différents maillons de la chaîne audiovisuelle. <http://www.csa.be/documents/2817>

La base de données [www.expertalia.be](http://www.expertalia.be), lancée en 2016 à destination des journalistes par la Communauté française et l'Association des Journalistes Professionnels (AJP), vise à répondre aux besoins des journalistes en leur facilitant l'identification de femmes expertes afin de leurs permettre de diversifier leur carnet d'adresse traditionnel. Mi-2018, le répertoire en ligne Expertalia.be comptait plus de 400 expert-e-s inscrit-e-s sur le répertoire. 263 journalistes se sont inscrit-e-s pour y accéder. Depuis 2017, Expertalia bénéficie d'un partenariat avec la cellule Diversité de la Radio Télévision belge francophone (RTBF) qui s'est engagée à fournir annuellement, sur trois ans (jusqu'en 2019), des sessions de *media coaching* à plus d'une trentaine d'expert-e-s inscrit-e-s sur [www.expertalia.be](http://www.expertalia.be). Une évaluation de cette base de données à la fois par les journalistes et les expert- e-s est prévue pour cet automne 2018.

Depuis 2017, un Guide pédagogique pour les étudiant-e-s en journalisme est en cours de réalisation par l'AJP et devrait pouvoir être disponible pour fin 2018.

Une étude sur la situation des femmes journalistes, « Le Journalisme au féminin » est en cours de réalisation. Menée par l'AJP et le LaPIJ (Laboratoire des Pratiques et Identités Journalistiques-ULB), les résultats seront disponibles pour novembre 2018. L'objectif de cette étude, spécifiquement encadrée par un groupe de journalistes (h/f) issus du conseil de direction de l'AJP, est de réaliser un diagnostic des difficultés rencontrées par les femmes journalistes de Belgique francophone tout au long de leur carrière, afin de proposer ensuite des mesures et des plans d'action à leur intention. Ce projet se déploie à partir de quatre outils méthodologiques distincts : un focus groupe hommes et femmes, des entretiens qualitatifs, une enquête quantitative et une journée d'étude.

La troisième édition du Baromètre « Égalité et diversité en presse quotidienne », réalisé par l'AJP, a débuté en juillet 2018 et sera terminée fin 2018.

En 2017, c'est la thématique du « Droit à l'intégrité physique et psychique » qui a été votée par les membres d'Alter-Egales, une assemblée participative pour les droits des femmes créée à l'initiative de la Ministre ayant en charge l'égalité entre les hommes et les femmes en FWB pour répondre aux



revendications des organisations féminines et féministes. Dans ce cadre, une sous-commission chargée des questions sur « le traitement médiatique des violences contre les femmes » (<http://www.alteregales.be/resultats/2017-2/>) a abouti à l'élaboration de recommandations qui ont été finalisées et présentées lors d'une conférence de presse, en présence de la Ministre, courant du mois d'avril 2018 : <http://www.ajp.be/diversite/#rech1>.

**Groupe cible :**

- les journalistes et professionnel-le-s du monde médiatique (presse écrite et audiovisuelle) ;
- le grand public.

Au niveau de la Communauté française, dans l'enseignement, le Conseil de l'Education et de la Formation (CEF) de la Communauté française a remis en novembre 2017 un avis portant sur « Comment intégrer la dimension de genre dans le système éducatif de la Communauté française » <http://www.cef.cfwb.be/index.php?id=4260#c49536>. Après un état des lieux de l'égalité des filles et des garçons dans le système éducatif, ses recommandations portent sur l'intégration de la dimension de genre dans les pratiques enseignantes, de manière transversale pour chaque discipline afin de former les enseignant-e-s à identifier les interactions porteuses des dynamiques inégalitaires qui se jouent dans la classe.

La Communauté française a poursuivi le projet Girls day Boys day, choisis ton métier sans préjugés [www.gdbd.be](http://www.gdbd.be), visant à sensibiliser les jeunes, filles et garçons, aux stéréotypes de genre dans le domaine de l'orientation scolaire et professionnelle. Girls day Boys day s'adresse aux élèves du premier et/ou du second degré, au moment leur permet de découvrir le monde du travail en leur présentant des professions atypiques, c'est-à-dire des métiers à connotations dites « féminines » exercés par des hommes et des métiers à connotation dites « masculines » exercés par des femmes, et leur permet de poser des choix scolaires et professionnels en toute liberté en fonction de leurs intérêts personnels et de leurs compétences.

Pour l'édition 2017-2018, 37 écoles, 148 classes et 2,674 élèves ont participé aux animations et aux rencontres avec les témoins. Le projet a également mobilisé 104 enseignant-e-s, 76 témoins exerçant des métiers atypiques pour leur sexe et 37 associations partenaires.

**Groupe cible :**

Girls day Boys day s'adresse aux élèves du premier et/ou du second degré, au moment où ils sont confrontés à des choix professionnels.

En mai 2018, la Communauté française a lancé le module de formation initiale et continuée des enseignant-e-s « Filles-Garçons une même école » [www.egalitefillesgarçons.be](http://www.egalitefillesgarçons.be), un outil en ligne de formation initiale et continuée de sensibilisation et d'information du corps éducatif sur la question des inégalités filles-garçons à l'école, développé par la Communauté française, en collaboration avec le secteur associatif (L'Université des femmes), afin de permettre aux enseignant-e-s de développer un enseignement plus égalitaire des filles et des garçons. Ce module fourni notamment aux professionnels concernés des ressources adaptées à chaque niveau d'enseignement pour éveiller leur conscience à l'égalité.

**Groupe cible :**

- Enseignant-e-s et futur-e-s enseignant-e-s des niveaux maternel, primaire, secondaire et supérieur.
- Enseignant-e-s de promotion sociale.
- Personnes actives dans l'encadrement des enfants et des adolescent-e-s (puériculteurs et puéricultrices, éducateurs et éducatrices, etc.



- Toute personne intéressée par l'égalité des sexes dans le système scolaire.

Le 22 mai 2018, la Communauté française a organisé, en collaboration avec l'Université libre de Bruxelles (ULB), un colloque intitulé « L'égalité filles-garçons à l'école, quels défis pour demain ? ». Ce colloque a proposé un état des lieux sur la question de l'égalité des filles et des garçons dans le secteur de l'enseignement. Des expert-e-s du sujet ont présenté un apport théorique en matinée et début d'après-midi. L'après-midi a été consacrée à la présentation du nouveau module « Filles-Garçons une même école » et différents ateliers participatifs ont été organisés afin d'approfondir la thématique en matière de niveaux d'enseignements, de formation des professionnel-le-s enseignant-e-s, et des différentes pratiques mises en place notamment sur les questions des stéréotypes sexués. (<http://www.egalite.cfwb.be/>)

**Groupe cible :**

L'ensemble des acteurs et actrices du secteur de l'enseignement obligatoire et non obligatoire (maternel, fondamental, secondaire ordinaire et spécialisé, l'enseignement de promotion sociale, l'enseignement supérieur universitaire et Haute école) et Centres PMS.

**Objective 2.**

**Prevent and combat violence against women and domestic violence**

L'ensemble des gouvernements ont poursuivi la mise en œuvre du cinquième plan d'action national contre toutes les formes de violence basée sur le genre 2015-2019 (PAN). Un rapport intermédiaire relatif à celle-ci a été élaboré en avril 2018. Ce rapport dresse les principales avancées réalisées depuis l'approbation du PAN. Le bilan global est positif. Entre décembre 2015 et décembre 2017, la majorité des 235 mesures ont été mises en œuvre. Actuellement, 152 mesures sont en cours (65%). 12 mesures (5%) doivent encore être lancées en 2018. 39 mesures ont déjà été finalisées (16%) et 32 mesures devront encore être lancées en 2019 (14%). Ce rapport intermédiaire sera également utilisé dans le cadre de la procédure d'évaluation de la mise en œuvre de la Convention d'Istanbul en Belgique prévue à partir de septembre 2018.

La secrétaire d'État fédérale chargée de l'égalité des chances a poursuivi le développement de projets pilotes visant à développer des centres de prise en charge des violences sexuelles (SARC) où une équipe multidisciplinaire spécialisée est disponible 24 heures sur 24, 7 jours sur 7, pour les victimes de violences sexuelles. Les trois centres, ouverts en novembre 2017 dans les hôpitaux des grandes villes (Bruxelles, Gand, Liège), ont donné de premiers résultats positifs. Depuis début 2018, les centres sont fréquentés par de nombreuses victimes. Un accompagnement et un soutien sont apportés de manière optimale aux victimes de violence sexuelle par des professionnels dans diverses disciplines.

En décembre 2017, la secrétaire d'État fédérale à l'égalité des chances a organisé une conférence internationale intitulée "Comment créer un *Family Justice Centre* ?". La conférence s'est adressée à un large public dans le contexte européen et a été soutenue par le gouvernement fédéral belge dans le cadre de la mise en œuvre de la Convention d'Istanbul. Le gouvernement soutient le développement d'une approche multidisciplinaire intégrée de la violence domestique. La conférence visait à donner un aperçu du fonctionnement, des opportunités et de la valeur ajoutée de ces centres.

Le gouvernement fédéral a apporté son soutien à plusieurs nouveaux projets locaux visant à développer une approche multidisciplinaire de la violence basée sur le genre dans les cas complexes de violence intrafamiliale. Grâce à ces subventions notamment, il existe maintenant cinq *Family Justice Centres* (FJC) en Belgique, et sept autres villes ont lancé des initiatives axées sur la collaboration et l'harmonisation entre les différents services (police, justice, soins de santé,

assistance) afin d'améliorer la prise en charge locale de la violence basée sur le genre.

La Secrétaire d'Etat à l'Egalité des Chances a financé l'organisation de formations à destination des policiers concernant la problématique des mutilations génitales féminines, des mariages forcés et des violences liées à l'honneur. Elles se déroulent fin 2017 et se sont inscrites dans le cadre de l'entrée en vigueur en juin 2017 d'une nouvelle circulaire de politique criminelle en la matière qui prévoit notamment la désignation de policiers de référence pour ces problématiques.

En octobre 2017, la Secrétaire d'Etat à l'Egalité des Chances a organisé une formation spécifique à l'intention des enquêteurs-TAM (techniques d'audition des mineurs) de la police sur la prise en charge des personnes handicapées ayant été victimes de violences sexuelles.

Un projet de «formation à la violence familiale et de violence sexuelle dans les hôpitaux», financé par le service de santé publique, a permis de former le personnel médical de 12 hôpitaux belges.

Deux codes de signalement ont été présentés en mars 2018 par la Secrétaire d'Etat à l'Egalité des Chances en collaboration avec l'Ordre des Médecins. Ces codes de signalement, l'un pour la violence entre partenaires et l'autre pour les MGF, ont été élaborés sous la forme de fiches qui constituent un instrument permettant aux médecins d'intervenir activement et avec soin en cas de soupçons de violence entre partenaires ou de MGF. Un troisième code de signalement pour la violence sexuelle est également en préparation.

En juin 2018, un focus-groupe a été organisé spécifiquement sur l'évaluation des risques de violence entre partenaires, en présence notamment de représentants des parquets et de la police. L'objectif fut notamment de discuter de l'implémentation d'un outil d'évaluation des risques de violence entre partenaires disponibles gratuitement et en ligne depuis 2016 afin d'en améliorer le recours.

#### **Other Activities**

Au niveau fédéral, l'Institut pour l'égalité des femmes et des hommes a organisé une conférence internationale sur le thème «La violence entre partenaires vous suit-elle jusqu'au travail ?». Les résultats de la première enquête belge consacrée à l'impact de la violence entre partenaires sur l'environnement de travail ont été présentés. La Confédération Européenne des Syndicats a présenté les stratégies issues du projet «Safe at home, safe at work» et l'Organisation internationale du Travail (OIT) a fait un exposé à propos de la procédure et des négociations en vue de la future norme de l'OIT relative à «la violence faite aux femmes et aux hommes dans le monde du travail».

Une nouvelle étude sur l'estimation de la prévalence des mutilations génitales féminines (MGF) en Belgique a été réalisée en mars 2018 à la demande de l'Institut de l'Egalité entre les Femmes et les Hommes (IEFH) et du Service Public Fédéral de la Santé publique. L'objectif était de mettre à jour les données de la dernière estimation de 2012 et visait à évaluer le nombre de femmes et filles ayant subi une MGF - ou à risque de l'être - vivant en Belgique.

In Flanders a new research on the incidence of sexual violence towards women and girls with a disability was published (University of Ghent, 2018): International research shows that women with disabilities are more likely to be exposed to sexual violence. In 2018 a first explorative study was published. Even though the research has no prevalence value, it demonstrates that people with disabilities, regardless of whether or not they are housed in residential care, are extremely vulnerable to sexual harassment, but are often not taken seriously when reporting it, which leads to underreporting and low willingness to report.

En 2017 et 2018, la Communauté française a lancé et/ou soutenu financièrement plusieurs campagnes de prévention et de sensibilisation en matière de violences à l'égard des femmes :

- Relance de la campagne de lutte contre les violences conjugales « Journal de Marie » : spot TV et radio à destination du grand public et des femmes victimes de violence conjugale. [www.journaldemarie.be](http://www.journaldemarie.be) ;
- Campagne de sensibilisation relative à la prostitution étudiante (« sugar daddies ») à destination des étudiantes de l'enseignement supérieur. [www.stopprostitutionetudiante.be](http://www.stopprostitutionetudiante.be)
- Campagne « Supporters de l'égalité hommes-femmes » : invite les hommes à s'engager auprès des femmes en faveur de l'égalité.  
**Groupe cible** : les hommes. [www.supportersdeegalite.be](http://www.supportersdeegalite.be) ;
- Financement de la campagne « Sale chienne » contre les insultes sexistes dans les transports publics.  
**Groupe cible** : tout public ;
- Relance d'une campagne relative à la ligne d'écoute gratuite et professionnelle « **SOS Viol** » relative aux violences sexuelles et augmentation du personnel dédié à l'écoute (0800 98 100) ([www.sosviol.be](http://www.sosviol.be)).

En janvier 2018, la Communauté française a entamé une étude quantitative et qualitative relative à la problématique de la violence dans les relations amoureuses, la consommation de la pornographie et des cyberviolences à caractère sexiste et sexuel chez les jeunes (12-21 ans). Les résultats sont attendus pour juin 2019.

**Groupe cible :**

Variable selon l'action : femmes et hommes (tout public), femmes victimes de violence conjugale, femmes migrantes, étudiantes de l'enseignement supérieur.

**Objective 3.**

**Ensure the equal access of women to justice**

**Other Activities**

Au niveau fédéral, l'Institut pour l'égalité des femmes et des hommes a publié une brochure d'informations à destination des travailleuses qui suivent un traitement de fécondation in vitro afin de les informer sur leurs droits et devoirs et les mesures de protection qui les couvrent pendant leur traitement.

**Lien**

[https://igvm-iefh.belgium.be/fr/publications/fecondation\\_in\\_vitro\\_et\\_travail\\_un\\_parours\\_de\\_combattante](https://igvm-iefh.belgium.be/fr/publications/fecondation_in_vitro_et_travail_un_parours_de_combattante)

**Objective 4.**

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

**Other Activities**

In Flanders, since 2007, the decree advancing a more balanced participation of women and men in advisory and administrative bodies in the Flemish government has set the limit for members of said bodies of one gender to two thirds, effectively guaranteeing that at least one third of these members are female. The Flemish government reports to the Flemish Parliament on the implementation of the decree biannually. Since 2018 a new registry ("Wegwijs") forms the basis for this reporting, rendering it more transparent and effective.

En 2018, la Communauté française a lancé, dans le cadre de l'Assemblée pour les droits des femmes « Alter égales », un appel à projets, à destination du secteur associatif, visant à rencontrer « Le droit des femmes à être représentées ». 53 projets ont été déposés en vue d'un financement à hauteur de

300.000 eur.

Dans ce même cadre, trois commissions de travail se sont mises en place avec le secteur associatif autour de la question du « droit des femmes à être représentées » : la participation des femmes en politique, la participation des jeunes femmes aux luttes féministes d'aujourd'hui, et la représentation des femmes dans la culture. Des recommandations seront soumises à l'ensemble du Gouvernement de la Fédération Wallonie-Bruxelles à l'issue des travaux, en décembre 2018.

**Groupe cible :**

Les organisations de femmes, féminines et féministes, les ministres compétents en Communauté française, les citoyen-ne-s.

La Communauté française a présenté le deuxième rapport d'évaluation de l'application du décret du 3 avril 2014 visant à promouvoir la participation équilibrée des hommes et des femmes dans les organes consultatifs et leurs subdivisions structurelles. Cette évaluation porte sur la participation équilibrée des femmes et des hommes au sein de 106 organes consultatifs.

**Groupe cible :**

Organes consultatifs et Gouvernement de la Communauté française.

**Objective 5.**

**Protect the rights of migrant, refugee and asylum-seeking women and girls**

**Legislative Changes**

Au niveau fédéral, la loi du 12 janvier 2007 sur l'accueil des demandeurs d'asile et de certaines autres catégories d'étrangers (ci-après la Loi accueil) a été modifiée en mars 2018 conformément à la directive européenne 2013/33/EU du Parlement européen et du Conseil du 26 juin 2013 établissant des normes pour l'accueil des personnes demandant la protection internationale et vise à protéger explicitement les personnes vulnérables: les personnes âgées, les personnes gravement malades, les personnes souffrant de troubles mentaux et les personnes victimes de torture, viol ou exposées à d'autres formes graves de violence psychologique, physique ou sexuelle, comme par exemple les victimes de mutilation génitale féminine.

En mars 2018, le Gouvernement de la Communauté française a adopté le Décret « Promotion de la citoyenneté et de l'interculturalité » visant le subventionnement annuel de projets du secteur associatif actif en matière de citoyenneté et d'interculturalité (2.000.000 EUR / an). Le volet « défense des droits des personnes migrantes » du décret porte une attention particulière aux femmes migrantes. Ce décret prévoit également la « labellisation » de certains projets et leur inscription dans une convention pluriannuelle de trois ans permettant un soutien structurel de projets récurrents, notamment en matière de lutte contre les mariages forcés, les MGF, et les violences envers les femmes migrantes.

**Policy Changes**

Au niveau fédéral, dans le cadre du plan gender mainstreaming 2015-2019, le Secrétaire d'Etat à l'Asile et à la migration s'est engagé à intégrer la dimension de genre dans certaines de ses politiques et projets (voir pp.122-130 pour un premier rapportage : [https://igvm-iefh.belgium.be/sites/default/files/rapport\\_intermediaire\\_2017.pdf](https://igvm-iefh.belgium.be/sites/default/files/rapport_intermediaire_2017.pdf)). Les actions se sont poursuivies dans ce cadre, notamment avec le financement de projets spécifiques (cfrs '*Gender-based violence and asylum: an integrated approach*' mis en œuvre par l'asbl GAMS en collaboration avec l'asbl INTACT et *European Family Justice Centre Alliance*), le développement d'un outil d'identification pour les demandeurs de protection internationale qui permet de procéder à une première identification des personnes vulnérables avec des besoins d'accueil spécifiques, la prise en compte

de besoins spécifiques des femmes pour la création de nouvelles places d'accueil en centres d'accueil, en se basant sur des normes de qualité obligatoires, la collaboration avec l'association Sensoa qui a développé un site web éducatif en 12 langues afin de permettre au personnel directement confronté aux demandeurs d'asile de parler de santé sexuelle ([www.zanzu.be](http://www.zanzu.be)).

#### Other Activities

Le Bureau du Commissaire général aux réfugiés et aux apatrides a nommé un coordinateur pour la politique concernant la persécution liée au genre depuis plusieurs années.

#### Objective 6.

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

#### Legislative Changes

En 2017, le Gouvernement de la Communauté française a adopté deux arrêtés d'exécution visant la mise en œuvre du décret du 6 janvier 2017 relatif à l'intégration de la dimension de genre dans l'ensemble des politiques de la Communauté française <http://www.genre.cfwb.be/ressources/legislation/> :

- Concernant l'intégration de la dimension de genre dans l'ensemble des décisions de la Communauté française. Il instaure le cadre de l'analyse d'impact préalable à toutes les politiques ou « test genre ».
- Concernant l'intégration de la dimension de genre dans l'ensemble des budgets de la Fédération Wallonie Bruxelles. Il instaure une méthode d'analyse en trois temps ; codification, justification du choix et compilation de l'ensemble des budgets spécifiquement dévoués à l'égalité entre les Femmes et les Hommes.

#### Policy Changes

Au niveau fédéral, le gouvernement a poursuivi la mise en œuvre de son plan d'action gender mainstreaming accompagné d'un monitoring. Sur la période concernée, l'Institut pour l'égalité des femmes et des hommes a poursuivi des formations ciblées mais aussi des formations spécifiques « genre et communication », « genre et subsides » auprès du personnel de l'administration. Il a publié un 'Manuel pour l'intégration de la dimension de genre et la prise en compte de l'égalité des femmes et des hommes dans le cadre des marchés publics' : [https://igvm-iefh.belgium.be/fr/publications/gelijke\\_kansen\\_voor\\_vrouwen\\_en\\_mannen\\_in\\_overheidsopdrachten](https://igvm-iefh.belgium.be/fr/publications/gelijke_kansen_voor_vrouwen_en_mannen_in_overheidsopdrachten).

In Flanders, the Flemish Gender Monitor was published in September 2017. It maps the position and participation of men and women in society in a clear and understandable manner and monitors its evolution.

The monitor compares – based on numbers – the differences, similarities and evolutions with regard to education, paid and unpaid labour, income and poverty, health, decision making, social participation, attitudes and behaviour

En Communauté française, le «test genre » et le «gender budgeting » sont obligatoires depuis le 1er janvier 2018 :

- le test genre (analyse d'impact des projets de décisions politiques) a été implémenté et est rendu obligatoire pour les administrations et les cabinets ministériels qui proposent de nouvelles politiques publiques. Ils doivent prendre en compte la dimension de genre dans leurs textes respectifs et justifier de leurs actions en la matière (modification législative, actions supplémentaires, etc.). <http://www.genre.cfwb.be/outils/test-genre/>
- l'ensemble des budgets de l'institution sont analysés selon la grille de lecture gender

budgeting. Les résultats de ces analyses sont présentés sous la forme d'une note de genre soumise au gouvernement annuellement. Un rapport complet a été transmis au gouvernement de la FW-B fin août 2018. <http://www.genre.cfwb.be/outils/gender-budgeting/>

**Other Activities**

En Communauté française, 17 séances de formation au gender mainstreaming et au gender budgeting, à destination de publics-cibles spécifiques, soit 250 personnes, ont été dispensées. D'autre part, un module de formation structurel, accessibles aux membres des cabinets ministériels et des administrations de la FW-B et de la Wallonie en collaboration avec l'École d'Administration publique.

**Groupe cible :**

Les arrêtés ainsi que le changement de politique ciblaient essentiellement les membres des cabinets ministériels et des administrations publiques de la Communauté française.

**MAIN CHALLENGES:**

L'intégration de la dimension de genre en Communauté française dépend essentiellement des personnes chargées de l'analyse des budgets et de la réalisation consciencieuse de tests d'impact. Cela signifie qu'il est nécessaire de conscientiser le public cible à l'importance des objectifs poursuivis.

<b>BULGARIA</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism**

Despite the enormous role of the legislative system, a *de facto* inequality between women and men persists in certain aspects of their participation in Bulgaria's economic, social and political life, as well as owing to lingering attitudes and stereotypes. A change of the existing gender stereotypes within the various spheres of society is a long-term priority which started back in the first national strategic document: the National Strategy for Promotion of Equality between Women and Men for the period 2009-2015 (Strategy).

The main objective of the National Strategy for Promotion of Equality between Women and Men for the Period 2016-2020 is to make and implement a long-term and sustainable state policy for the achievement of gender equality, including guarantees of equal treatment and equal obligations, after overcoming gender stereotypes, equal access to the resources of society and equal participation of women and men in the Republic of Bulgaria in decision making with a view to their successful personal and social fulfilment and promotion of equality between women and men in all areas of public, economic and political life in the country.

The strategy outlines five priority areas:

- (i) increasing female labour market participation and an equal economic independence of women and men;
- (ii) reducing the gender pay and earnings gap;
- (iii) promoting equality between women and men in decision-making processes;
- (iv) combating gender-based violence and protection and support of victims; and
- (v) Changing the existing gender-based social stereotypes in different areas of social life.

A National Action Plan for the Promotion of Equality between Women and Men for 2018, adopted by the Council of Ministers Decision No. 9 of 7 March 2018 r, is currently in effect. The priority measures in the plans are in line with the priority areas set in the strategy. The currently effective National Action Plan envisages the carrying out of a total of 15 actions for changing gender stereotypes within society in various areas of public life. The action plan specifies the objectives, tasks and actions to be taken under the measure (expected outcome), the responsible institutions, an output indicator (actions taken), a possible reason for non-fulfilment, and financial resources.

The results of the implementation of the National Strategy for Promotion of Equality between Women and Men and the National Action Plans for Promotion of Equality between Women and Men are presented annually in a Report about Equality between Women and Men, which the Ministry of Labour and Social Policy elaborates by consolidating the information from all institutions committed to the implementation of the gender equality policy.

During the period under review, Bulgaria elaborated and adopted the following two reports:

- Equality between Women and Men in Bulgaria for 2016, adopted by Council of Ministers Decision No. 53 of 20 December 2017;
- Equality between Women and Men in Bulgaria for 2017, adopted by Council of Ministers Decision No. 28 of 18 July 2018.

The strategies, action plans and annual reports about equality between women and men in Bulgaria



can be found at [http://www.saveti.government.bg/web/cc\\_19/1](http://www.saveti.government.bg/web/cc_19/1) and <https://www.mlsp.government.bg/index.php?section=POLICIESI&l=409>.

By the Council of Ministers Decision No. 47 of 7 November 2017, Bulgaria also adopted a Final Report about the Measures Taken in order to implement the Action Plan for the Implementation of the Final Recommendations to the Republic of Bulgaria from the Committee on the Elimination of All Forms of Discrimination against Women (CEDAW) for the 2013-2016 period (<https://www.mlsp.government.bg/ckfinder/userfiles/files/politiki/ravni%20vyzmojnosti/normativni%20aktove/bg%20zakonodatelstvo/Doklad%20CEDAW%202017.pdf>).

During the above-mentioned period, the National Police General Directorate (NPGD) drew up a predefined project proposal on “Improving the efficiency of police work in the area of domestic violence and gender-based violence” under the Norwegian Financial Mechanism (NFM) 2019-2021, Home Affairs and Security Programme, at a cost of EUR 620,000.

The project covers the following activities:

- establishment of an automated information system (AIS) to combat and to prevent gender-based and domestic violence offences;
- the AIS police statistics will also cover violent acts which do not constitute a publicly prosecutable offence;
- purchase of hardware required for the operation of the database. Arrangements for technical maintenance;
- design of a risk assessment algorithm for cases of domestic and gender-based violence;
- training police officers to use the domestic violence system;
- training 200 police officers to assess the risk of domestic violence and handle cases of domestic violence;
- the training will also cover violence against women and children of Roma origin as a vulnerable group.

The programme operator under NFM 2019-2021 is the Ministry of Justice.

The NPGD will share, as a partner, in the implementation of activities under an OSCE Project “Effective Criminal Justice Strategies and Practices to Combat Gender-Based Violence in Eastern Europe”. On 10 July 2018, the National Institute of Justice (NIJ) hosted the first working meeting with the project leader and the management team and the working group for the project, including representatives of the Ministry of Interior, the Ministry of Justice, prosecutors, judges, NIJ employees and the Ministry of Foreign Affairs of the Republic of Bulgaria.

### **Legislative Changes**

During a meeting on 11 January 2018, the Council of Ministers approved a decision on a proposal to the National Assembly to ratify the Istanbul Convention. In January last year, the National Assembly held a public discussion on the proposal for ratification of the Istanbul Convention, about which there is contradictory reaction in society, including whether the Istanbul Convention is in compliance with the Constitution of the Republic of Bulgaria. In February, 75 members of the National Assembly filed an application to the Constitutional Court for a ruling on the compliance between the Constitution of the Republic of Bulgaria and the Istanbul Convention which had been signed by Bulgaria, prior to its ratification. As a result of the case initiated by the Constitutional Court, the government decided to withdraw its proposal to the National Assembly for ratification of the Convention.



On 27 July 2018, the Constitutional Court rendered Decision No. 13 in Constitutional Case No. 3 of 2018, determining that the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, signed by the Republic of Bulgaria on 21 April 2016, is inconsistent with the Constitution of the Republic of Bulgaria, <http://www.constcourt.bg/en/Blog/Display?id=726&type=1>.

### **Other Activities**

The Ministry of Labour and Social Policy elaborated a project proposal “Together Against Violence” in partnership with the Agency for Social Assistance under Operational Programme Human Resources Development 2014–2020, Priority Axis No. 3 Modernising the institutions in the area of social inclusion, health care, equal opportunities and non-discrimination and working conditions, at the cost of BGN 987,540. Implementation of the project began in November 2017 and is expected to be completed in December 2019.

The objectives of the project are within the context of the prevention and combating of violence against women and domestic violence, and namely:

- planning and resourcing by the state of the general and specific measures required for the victims of violence within the entire national territory;
- carrying out analyses and research in order to obtain information about violence within the territory of Bulgaria and gather data needed for the development of various indicators that will be used to monitor the phenomenon of violence against women;
- formulating to-the-point proposals for changes in the policy of social services for the victims of violence and above all the access to such services;
- setting up a gender equality monitoring system in order to follow up changes in the indicators of progress achieved under the National Strategy for Promotion of Equality between Women and Men for the Period 2016-2020;
- identifying the needs of social workers of the Social Assistance Directorates and upgrading their professional capacity to handle cases of domestic violence;
- providing professionals with additional knowledge and skills to help prevent potential cases of domestic violence and victims’ adequate support and successful re-socialisation;
- placing a special emphasis on traditional negative practices like early marriages, etc., which are an important segment of violence against women, domestic violence, etc., and at the same time very often remain undetected;
- establishing a network of trained professionals and building a sustainable partnership among institutions and among the experts themselves;
- raising awareness of experts handling cases of violence and above all gender-based violence, as well as the awareness of civil society.

### **Forthcoming activities:**

1. Developing information materials intended to raise the public awareness and sensitivity of citizens to the various forms of violence countrywide, as well as challenging the general public and all institutions to identify violence as a violation of human rights, to talk about it, and to unite their efforts for its curtailment.

2. Organising and delivering 10 updating training sessions for the purpose of strengthening the capacity of 330 professionals handling cases of violence: in the social sphere, representatives in social inclusion, health care, equal opportunities and discrimination and working conditions which will lead to the prevention of potential cases of domestic violence and victims’ adequate support and successful re-socialisation.

3. Organising and holding two national conferences and six campaigns in order to sensitise the public to the subject countrywide, raise citizens' awareness, challenge the general public and all institutions to identify violence as a violation of human rights, to talk about it, and to unite their efforts for its curtailment.
4. Carrying out analyses and research, including several mutually complementary sub-activities such as:
  - 4.1 Review, evaluation and analysis of Bulgarian legislation falling within the scope of competence of the Ministry of Labour and Social Policy, regulating cases of domestic violence and gender-based violence.
  - 4.2 Analysis of the amount, instances and causes of violence and, on this basis, planning and resourcing all general and specific measures for the protection of this vulnerable group.
  - 4.3 Elaboration of recommendations for an improvement of the legal framework in the social sphere concerning violence, as well as specific practical measures to support the victims of violence.
  - 4.4 Elaboration of practical guidelines for the experts in the social sphere handling cases of violence.
  - 4.5 Conduct of a national representative research on "Violence in Bulgaria" in order to obtain information about violence within the territory of Bulgaria and gather data for the development of indicators to monitor cases of violence.
5. Establishing a gender equality observation and monitoring system, in order to carry out monitoring and evaluation of the effectiveness and efficiency of the gender equality policy in Bulgaria.

**Target Group**

Social workers, health workers, psychological counsellors, experts.

**Objective 3.**

**Ensure the equal access of women to justice**

**Legislative Changes**

In order to ensure better legal protection and support to victims of crime, the Ministry of Justice prepared a draft act to Amend and Supplement the Criminal Procedure Code (CPC). The act transposed into Bulgarian legislation 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 (OJ L 315 of 14 November 2012).

The Act to Amend and Supplement the Criminal Procedure Code was adopted by the National Assembly and was promulgated in the *State Gazette* No. 63 of 4 August 2017 (in force since 5 November 2017).

With the transposition of the requirements of Directive 2012/29/EU into Bulgarian legislation, victims are guaranteed the right to be provided with a translation of the instruments affecting their rights and legitimate interests in cases where the person cannot understand Bulgarian.

Provisions are made for special grounds for ordering an expert examination in order to identify the specific protection needs of a witness in connection with his or her participation in the criminal proceedings. An assessment must be made of the risk of secondary and repeat victimisation, the possibilities for intimidation and retaliation and, on this basis, appropriate

protection measures are determined. New rules are laid down for the taking of statements from the victim in the course of the investigation, ensuring protection against the possible risks, including the risk of emotional or psychological harm, in order to protect the dignity of victims.

Under the amendments, a witness with specific protection needs in the criminal proceedings is questioned while avoiding contact with the accused, *inter alia* by using specially designed premises, the possibilities of videoconferencing and telephone conference, which in the pre-trial proceedings requires the presence of a judge.

The amended version of the Code implements a principle according to which the statements taken from vulnerable persons during the pre-trial proceedings are admitted in evidence without their being present. As an exception from the general rule, once questioned, a witness with specific protection needs is no longer questioned in the pre-trial proceedings unless his or her new questioning is necessary in order to establish the objective truth.

Also, for the purpose of improving the legal framework and aligning it with EU legislation and the Council of Europe standards on domestic violence and gender-based violence, in the light of international and European standards, a synchronised package of legislative amendments will be drafted shortly to co-ordinate the combating of violence among all institutions at an international and inter-institutional level.

#### **Objective 4.**

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

The provisions of the Gender Equality Act are being implemented.

The Act provides statutory prerequisites for the effective management of gender equality policy by establishing a national institutional mechanism at a higher regulatory level.

The Gender Equality Act can be found at [http://www.saveti.government.bg/web/cc\\_19/1](http://www.saveti.government.bg/web/cc_19/1) and <https://www.mlsp.government.bg/index.php?section=POLICIESI&l=409>.

#### **Other Activities**

The Gender Equality Act established the position of gender equality co-ordinators, who participate in developing and carrying out the overall national gender equality policy. According to Article 10 of the Act, the State policy on gender equality is carried out in the regions and municipalities by the regional governors and the self-government authorities.

After the adoption of the Act, 28 gender equality co-ordinators were designated from among the employees of all regional administrations in the country, and they underwent induction training in implementing the gender equality policy. The training was delivered in November 2017 with the financial support of the Communication Strategy of the Republic of Bulgaria for the European Union and received extensive coverage in the national and regional media.

Because of the keen interest, upgrading training under the Programme of the Centre for Human Resources Development and Regional Initiatives is planned for October 2018.

According to information provided by the Ministry of Interior, the gender breakdown of its staff as at 1 January 2018 was as follows:

Position type	Women	Men	Total	%
<b>CIVIL SERVANTS UNDER ITEM 1 OF ARTICLE 142 (1) OF THE MINISTRY OF INTERIOR ACT</b>				
Order-giving	191	2,630	2,821	6.7

Order-taking	1,926	6,139	8,065	<b>23.8</b>
Junior order-taking	1,216	22,900	24,116	<b>5.0</b>
Intern	66	573	639	<b>10.3</b>
<b>CIVIL SERVANTS UNDER ITEM 2 OF ARTICLE 142 (1) OF THE MINISTRY OF INTERIOR ACT</b>				
Order-giving	240	238	478	<b>50.2</b>
Expert	1,082	836	1,918	<b>56.4</b>
<b>PERSONS WORKING UNDER AN EMPLOYMENT RELATIONSHIP</b>				
	6,258	2,976	9,234	<b>67.7</b>
<b>TOTAL</b>	<b>10,979</b>	<b>36,292</b>	<b>47,271</b>	<b>23.2</b>

The figures cited above show that, on the whole, there is no gender balance in order-giving positions at the Ministry of Interior, but there are certain entities and directorates within the Ministry where the balance is tipped in the opposite direction: the order-giving positions are occupied predominantly by women, e.g. at the following administrative directorates: European Union and International Co-operation Directorate, Budget Planning and Management Directorate, Bulgarian Identity Documents Directorate, International Projects Directorate, and National System 112 Directorate.

#### Information on the gender breakdown of the staff at the NPGD

Position type	Women	Men	Total	%
Managers	14	145	159	<b>8.8</b>
Professionals	128	365	493	<b>25.9</b>
Technicians and associate professionals	28	16	44	<b>63.6</b>
Clerical support workers	144	68	212	<b>67.9</b>
Personal services, sales and protective services workers	97	1,658	1755	<b>5.5</b>
Craft and related trades workers	5	21	26	<b>19.2</b>
Elementary occupations	38	-	38	<b>100</b>
<b>TOTAL</b>	<b>454</b>	<b>2,273</b>	<b>2,727</b>	<b>16.6</b>

Out of nine departments at the NPGD, three departments - Investigation of General Crime, Methodological Guidance of Investigative Activities, and Information Technologies, Analysis, Planning, Co-ordination and Administrative Services - are headed by women. Out of 40 sectors, merely seven or 17.5 % are headed by women, as follows:

- Juvenile Delinquency
- Fraud
- National Centre for Sports Events Security
- Private Security Business Licensing and Control
- Legal Standards Services
- International Co-operation and International Projects
- Information, Analyses and Policies.

The fewest manager positions are occupied by women in the Security Police and the Traffic Police.

### Objective 5.

#### Protect the rights of migrant, refugee and asylum-seeking women and girls

The State Agency for Refugees with the Council of Ministers is a public-financed legal person with a head office in Sofia and local divisions in the rest of the country. It implements policies and measures in the field of migration and asylum, taking into consideration the specific situation of migrants, refugees and women and girls affected by armed conflict. The measures applied are intended to ensure the adaptation and integration of international-protection-seeking women and girls, as well as to prevent all forms of their exploitation, ill-treatment, violence or discrimination.

The measures for the elimination of discrimination against international-protection-seeking women

and girls in the Republic of Bulgaria include:

- Early detection of specific vulnerability, needs assessment and provision of timely care and services to be available throughout the asylum application procedure, taking into consideration the women and girls' specific needs.
- Guaranteeing that, if the international-protection-seeking women and girls wish so, they will be provided, if possible, with an interviewer and interpreter of the same gender.
- Organising training for staff of the State Agency for Refugees with the Council of Ministers and interpreters working with women and girls.
- Providing psychological counsellors to the women and girls subjected to gender-based discrimination.
- Providing special care to the children of the women and the girls subjected to gender-based discrimination.
- Ensuring a safe and benevolent environment for international-protection-seeking women and girls for the purpose of protection against gender-based violence.

The Agency's priority areas target an improvement of the existing monitoring systems, identifying the policy goals related to the protection of the rights of women and girls, and following up their impact. Within this context, the Agency is working for the dissemination of more information about methods for the prevention of the violation of their rights and raising the awareness of the general public regarding the problems encountered during their enrolment in education.

Interacting with UNICEF for an improvement of the situation of migrant and protection-seeking women and girls in the Republic of Bulgaria, the Agency exchanges good practices, co-operates and communicates with the institutions responsible for the protection and assertion of their rights, local government officials and representatives of the non-governmental sector. The protection measures, geared to their specific needs, include: access to a safe place of living and care; tracing families; providing appropriate social, health and psychological care; right to access to compulsory education, including language courses, literacy courses, lifelong learning; non-formal and informal learning and cultural exchange in the inclusion and empowerment of women and girls; broader access to higher education for refugee women and girls; stable and transparent procedures for the recognition of qualifications acquired abroad; access to a complaints mechanism; legal advice/representation by counsel; interpreter services; holding interviews and consultations.

In 2018, the State Agency for Refugees with the Council of Ministers updated and adopted standard operating procedures for the prevention of, and response to, sexual and gender-based violence.

Employees of the State Agency for Refugees with the Council of Ministers have undertaken the following training:

- "Risk assessment and support for clients in crisis, survivors and/or witnesses of violence. Crisis intervention and working with clients in crisis. Awareness of trauma and post-traumatic disorder. Protection and prevention in cases of sexual violence against children and women", organised by the Council of Refugee Women in Bulgaria.
- "Gender-based violence among refugees and protection seekers", organised by UNICEF.
- "Prevention of sexual violence and sexual exploitation of children is possible", organised by the Know-How Centre for Alternative Child Care?
- "Setting up common regional practices for psycho-social support of refugees and protection seekers, survivors and/or witnesses of gender-based and/or other types of violence", organised by the Council of Refugee Women in Bulgaria.
- "Action against gender-based violence against protection-seeking and migrant women and

children”, organised by UNICEF.

- “Stabilising traumatised children of refugee families”, organised by the Cognitiva Centre for Child Development and Psychological Consultation.

#### Target Group

Migrants, refugees and women and children

#### Objective 6.

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

A number of actions and initiatives at national and international level were implemented during the Bulgarian Presidency of the Council of the European Union (1 January-30 June 2018). Within the framework of the Council of EU Presidency Trio (Estonia-Bulgaria-Austria), a Trio Presidency Declaration on Equality between Women and Men (Tallinn Declaration) was drafted and signed in Tallinn on 19 July 2017, during an Informal Meeting of Ministers for Employment, Social Affairs, Family and Gender Equality.

[https://www.mlsp.government.bg/ckfinder/userfiles/files/politiki/ravni%20vyzmojnosti/novini/EU2017EETrio\(1\).pdf](https://www.mlsp.government.bg/ckfinder/userfiles/files/politiki/ravni%20vyzmojnosti/novini/EU2017EETrio(1).pdf)

All commitments for Bulgaria arising from the Tallinn Declaration were implemented within the framework of the Bulgarian Presidency of the Council of the European Union. They include:

- Sofia hosted a meeting of the High Level Group on Gender Mainstreaming on 31 January – 1 February 2018. Decreasing the gender pay gap, combating poverty among women, increasing women’s labour market participation and the equal economic independence of women and men, combating gender-based violence, protection and support of gender equality and women’s rights, and promoting women’s participation in the IT sector featured on the agenda of the discussions during the meeting of the High Level Group <https://eu2018bg.bg/en/news/321>.
- Co-operation with the European Institute for Gender Equality (EIGE) with a focus on the topic of “Women in the digital world”. The Ministry of Labour and Social Policy assigned the EIGE to conduct a research on “Equality between women and men in the digital world”. The research elicited a broad media response, and some of its findings and recommendations were included in the Council Conclusions “Future of Work: a Lifecycle Approach”, including the promotion of participation of women in the ICT sector through educational campaigns among young women and girls, which were adopted by the EPSCO Council at its most recent meeting in Luxembourg on 21 June 2018.
- The topic of women’s participation in the area of digitalisation was addressed in the course of all appropriate events during the Bulgarian Presidency, such as:
  - High-Level International Conference “Future of Work: A Lifecycle Approach”, National Palace of Culture, Sofia, 21–22 March 2018, <https://eu2018bg.bg/en/events/301>;
  - Informal Meeting of the Council of the European Union on Employment, Social Policy, Health and Consumer Affairs (EPSCO), 17-18 April 2018, <https://eu2018bg.bg/en/events/71>;
  - SHE leader@digital Conference 2018, city of Sofia, 12 April 2018, under the auspices of the EU Commissioner for Digital Economy and Society, Mariya Gabriel, <https://eu2018bg.bg/en/events/429>; <https://www.sheleader.digital/>;
  - A side event of the Presidency Trio on “Women in the Digital World” organised by Bulgaria within the 62nd Session of the UN Commission on the Status of Women (CSW) in New York, 12 March 2018 (<http://www.unwomen.org/en/csw/csw62-2018/side-events/calendar-of->

[side-events](#)).

The Bulgarian Presidency of the Council of the European Union also achieved a common approach on the proposal for a directive on work-life balance for parents and carers.



<b>CROATIA</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Policy Changes**

The Ministry of Science and Education announced a public call in March 2018 for the publishing of the experimental teaching materials (i.e. textbooks, digital educational resources, etc.) to be used during the implementation of the experimental “School for Life” programme that will be implemented in 74 primary and secondary schools in the school year 2018/2019.

The experimental teaching materials (ETM) have to be aligned with subject curricula as well as a set of guidelines (requirements). Ethical guidelines (requirements) include, among others:

- ETM have to promote personal dignity, emancipation, freedom, equality, justice, patriotism, national identity, social equality, tolerance and dialogue, peace and nature and environment protection.
- ETM have to promote intercultural understanding, racial, national, ethnical, gender and religious equality of individuals and social groups.
- ETM have to promote gender equality, e.g. by using an even number of nouns or illustrations, both male and female, especially when naming and describing occupations/professions, at the same time maintaining rules of language and communication.

**Other Activities**

In the field of culture in 2017, the Fund for the Promotion of Pluralism and Diversity of Electronic Media in the Republic of Croatia was also awarded in the category “Promoting the development of awareness of gender equality and other highest values of the constitutional order” with the following allocations:

- radio broadcasters - for 31 programmes,
- television broadcasters - for 8 programmes, and
- non-profit providers of electronic publications - for 4 programmes.

In March 2018, the Croatian Olympic Committee and the Agency for Electronic Media and the Governmental Office for Gender Equality agreed to co-operate on the project “For higher visibility of female collective sports in the electronic media” and have signed the co-operation agreement on the project. The patronage of this project was taken over by the Central State Sports Office. This project launched a campaign to promote and affirm women's sports, especially those of the collective, both in electronic media and in society in general. Along with the signing of the agreement and the campaign, broadcasting of TV and radio spots is ongoing. The Republic of Croatia chairs the Committee of Ministers of the Council of Europe until December 2018. Considering that the theme in the area of gender equality is the ‘Position of Women in Sport’, the campaign is coming at the right moment.

The Ministry for Demography, Family, Youth and Social Policy within the Call for Proposals for Family Supported Family Promotion Associations and for the Promotion and Protection of Children Rights identified the area of family support as one of the priority areas in 2017 and 2018. In this area, the ministry funded projects focusing on fostering fathers' involvement in family life and a more active parental role.



**Objective 2.****Prevent and combat violence against women and domestic violence****Legislative Changes**

The Ministry of Demography, Family, Youth and Social Policy particularly emphasises the implementation of the ratification process of the *Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence*. The Croatian Parliament adopted the convention ratification Act on 13 April 2018. The *Convention* in the Republic of Croatia came into force on 1 October 2018.

The new *Act on Protection from Domestic Violence* (Official Gazette, No. 70/17) entered into force on 1 January 2018. The catalogue of rights of victims of domestic violence is prescribed by Article 6, while Article 10 prescribes which types of violence are covered by the concept of domestic violence.

In the new Act, the emphasis was put on standards and obligations imposed by *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.

By means of the *Act on Amendments to the Criminal Procedure Act* (Official Gazette No. 152/08, 76/09, 80/11, 121/11, 91/12, 143/12, 56/13, 145/13, 152/14, 70/17), some of whose provisions came into force in December 2017, changes have been introduced to respond to the need to introduce the principle of gender equality in relation to the position of victims in criminal proceedings. A procedural institute of individual victim assessment that seeks to ensure individual access of competent bodies to each victim has been introduced. Its ultimate goal is to determine the risks of secondary and repeated victimisation, intimidation and retribution during criminal proceedings. It involves establishing whether there is a need to apply special protection measures in relation to the victim and if so, which special protection measure should be applied (a special way of examining, use of communication technologies to avoid visual contact with the perpetrator or other measures). Special attention is paid to victims who have suffered significant damage due to the gravity of the criminal offence, to the victims of the criminal offence motivated by personal characteristics of the victim, and to the victims who are made particularly vulnerable by their relationship with the perpetrator. Individual victim assessment includes, in particular, victims of terrorism, organised crime, trafficking in human beings, gender-based violence, violence in close relations, sexual violence and sexual exploitation or hate crimes and victims with disabilities. Furthermore, it has expanded victim's procedural rights, as well as rights of victims of crimes against sexual freedom and of trafficking in human beings, and it explicitly states the right of this special category of victims to an attorney-in-fact appointed at government expense. It introduced the right of victims of the mentioned criminal offences, if possible, in the case of re-examination by police or the state attorney, to be examined by the same person (who is also of the same sex as the victim). For the victims in relation to which special protection needs have been established, special procedural rights have been introduced with the aim of greater protection and the prevention of secondary victimisation.

In October, 2017, the *Ordinance on the manner of implementation of the individual victim assessment* (Official Gazette No. 106/2017) was adopted. The Ordinance on the manner of collection, processing and transmission of the new *Act on Protection from Domestic Violence* statistical data and reports from the field of application of the *Act on Protection from Domestic Violence and the Rules of Procedure of the Commission for the monitoring and improvement of the work of criminal and misdemeanour procedure bodies* and the enforcement of sanctions related to the protection from domestic violence (Official Gazette, No. 37/18) were enacted in April 2018.

The Minister of Justice with the consent of the Minister of the Interior adopted the rules on the manner of conducting individual victim assessment (Official Gazette 106/2017) on 20 October 2017. The rules govern conditions and the manner of making individual assessments of crime victims and their needs for protection and support. They also provide mandatory assessment contents and data on which the victim's needs are assessed. The rules define minimal requirements that have to be fulfilled during the assessment of needs for special protection measures for victims.

The second updated cycle of the *Rules of procedure in cases of sexual violence* (2012) has been completed and the rules were adopted by the Croatian Government in July 2018 (entered into force in August 2018). Based on the obligation to regularly update the data and the text aligned with new legislation, the first update was in 2014. The current update was carried out due to the need to harmonise the text of the rules with the amendments to the *Criminal Procedure Code, the Criminal Code and the Law on the Rights of Victims of Sexual Violence during Armed Forces at the Republic of Croatia during the Homeland War*.

The Ministry for Demography, Family, Youth and Social Policy in co-operation with other competent bodies, is developing a new *Protocol on Proceedings in Cases of Domestic Violence* in accordance with the new legislation.

### **Policy Changes**

The Government of the Republic of Croatia, at the proposal of the Ministry of Demography, Family, Youth and Social Policy, on 22 September 2017, adopted the *National Strategy for Protection against Family Violence for the period from 2017 to 2022 (National Strategy)*. The National Strategy includes measures in the area of prevention, legislative framework, support for victims of violence, psychosocial treatment of perpetrators of family violence, improvement of interdepartmental co-operation, training of experts working in the field of protection against family violence and public awareness of family violence issues. Measures of the National Strategy are based on specific articles of the *Council of Europe Convention for the Prevention and Combating of Violence against Women and Domestic Violence*. The National Strategy introduces the obligation for all authorities to develop prevention programmes aiming at the suppression of domestic violence in all its forms, ensuring necessary and timely assistance to domestic violence victims, assistance to perpetrators in changing their behaviour and raising awareness of professional and general public of the needs of domestic violence victims.

In January 2018, the Commission for the monitoring and improvement of the work of criminal and misdemeanour procedure bodies and the enforcement of sanctions related to the protection from domestic violence continues to work. The Commission, acted from 2009 to January 2018 within the Ministry of Demography, Family, Youth and Social Policy, in accordance with the new Act on Protection from Domestic Violence operates within the Ministry of Justice.

### **Other Activities**

In order to encourage the media to adequately present content on the problem of domestic violence, in 2018, the Ministry for Demography, Family, Youth and Social Policy issued a second revised edition of *the Handbook with guidelines on media reporting on family violence*. The handbook includes an overview of the new Croatian legislation regulating provisions on media reporting on family violence, Council of Europe recommendations in this area, myths and facts about domestic violence, and examples of good and bad practice of media reporting on domestic violence. The handbook is available on the ministry's website <https://mdomsp.gov.hr>.

The police have been making continuous efforts to train police officers working in the field of protection against domestic violence resulting in 584 police officers having participated in some kind

of training activity in 2017 and the first seven months of 2018.

Aiming at ensuring the implementation of the *Directive 2012/29/EU*, the police made written explanations of victims' rights including forms for special categories of vulnerable victims, translated into over 20 languages. Victims are also provided with a list of associations and institutions providing victim assistance and support. Regarding the especially vulnerable groups, police officers are instructed to consistently apply standard operating procedures defined in special protocols, including the *Protocol on Proceedings in Cases of Domestic Violence*. The police operating procedure involving a domestic violence victim include individual victim's needs assessment on the basis of which adequate protective measures are taken.

To ensure visibility of rights and procedures and to facilitate reporting of domestic violence incidents, the website of the Ministry of Interior provides information on domestic violence, caution and protective measures, signs and consequences of domestic violence, police duties and activities, advice to victims, contact details of associations and institutions providing assistance and support to domestic violence victims, as well as the access to national and international documents.

The Police College 'Josip Jović' within the programme where adults are educated to become police officers, provided an 11-class course 'Misdemeanour Law' tackling topics of prevention and combat against domestic violence and violence against women. The following police training courses regarding prevention and combat against domestic violence and violence against women were conducted in 2018 at Police Academy:

- Specialist training course for juvenile delinquency and crimes against youth and family held from 2 May until 21 June 2018, and was attended by 27 criminal police officers. The 60-class course addressed topics of domestic violence and violence against women and included, inter alia education about the role of the police in the protection of human rights, institutions of ombudsman, ombudsman for children, for people with disability, for gender equality, including their co-operation with the police.
- In co-operation with the Judicial Academy, the Police Academy organised five expert workshops for justice officials and police officers on provisions of national and European law directed at the suppression and prevention of domestic violence, addressing also provisions of the *Council of Europe Convention on preventing and combating violence against women and domestic violence*. The 14-class course took place from February to June 2018 and comprised four (out of five planned) workshops taking place in Zagreb, Rijeka and Osijek. A total of 150 participants have attended the course so far (84 police officers and 66 justice officials).

Police women of the Police Academy, as members of the project team, participated in two inter-sector training courses on violence against women and femicide within the EU project entitled 'Building more effective protection: transforming the system for combating violence against women' launched by the gender equality ombudsman. The courses took place on 23 November 2017 in Zagreb and on 26 April 2018 in Osijek. The courses were intended for police, justice and social welfare employees and had 68 participants in total (15 from the police).

2017 saw the first 'Blue Carpet' international educational and prevention film festival on safety, organised by the Ministry of the Interior. The idea behind the festival was educating and informing children and youth about acceptable forms of behaviour and self-protection behaviours through modern methods of crime prevention. The four-day festival featured Croatian and German police movies tackling various topics such as: extreme violence and radicalism, peer violence, violence in sports, juvenile delinquency, online dangers for children and youth, hooliganism, personal data protection, trafficking in human beings, forced and/or child marriages in Roma community. Special

attention is paid to the prevention of domestic violence and violence against women, and the problem of violence in general. The festival was accompanied by interactive workshops and discussion groups with experts from different fields, results of recent researches on safety and crime prevention. The responsible actors were the Croatian Ministry of the Interior and the Baden-Württemberg Ministry of the Interior (Germany).

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 2017-2022 in Croatia. In 2017, a total of 116 persons – victims of domestic violence – were employed through the employment mediation services provided by CES. During 2017, 17 unemployed persons – victims of domestic violence – were included in the active labour market policy measures.

On the occasion of the national day against violence against women (22 September), a panel discussion was organised by the Ministry for Demography, Family, Youth and Social Policy. Also, the Parliamentary Committee for Gender Equality organised on the same occasion and in co-operation with the ombudsperson responsible for persons with disabilities, a special thematic session entitled “Violence against women with disabilities”.

### **Objective 3.**

#### **Ensure the equal access of women to justice**

##### **Other Activities**

The Police Academy has conducted the following training courses for police officers in 2018 aiming at ensuring women equality and access to justice:

- A specialist juvenile delinquency and crime against youth and family training for 27 criminal police officers addressed women equality and access to justice. The two-class training course dealt with the role of the Victim and Witness Support Division in the protection of crime and misdemeanour victims and the co-operation with the police. The lecturer was from Victim’s Support Division of the Ministry of Justice.
- The programme “Support and co-operation network for victims and witnesses of crime” was established in January 2018, with the aim to ensure aid and support to victims and witnesses at the county level in 13 counties in Croatia in which departments for victims and witness support at the county courts do not exist. The Network consists of ten NGO’s out of which majority are active in the support to women victims of gender based and domestic violence. Initiative and financial support for the Network is ensured for the next three years by the Ministry of Justice.
- The Judicial Academy, in co-operation with the Centre for Peace Studies, organised an online course on the topic of basic settings of the antidiscrimination law for judicial officials. Also, the Judicial Academy, in co-operation with the Council of Europe within the European Programme for Human Rights Education for Legal Professionals (HELP), organised an online course on the topic of fight against racism, homophobia and transphobia for judicial officials.
- As a response to a growing demand among judicial staff, the Governmental Office for Gender Equality prepared the second edition of the Manual for Judges which had been developed during the training of judges in 2017. The training of judges and the manual were part of the twinning project entitled “Support to Gender Equality” which was implemented in partnership with the National Institute for Health and Wellbeing of Finland. The authors of the manual are a legal professional from Ludwig Boltzmann Institute for Human Rights from Vienna and two Croatian judges.

The *Free Legal Aid Act* (Official Gazette 143/13) entered into force on 1 January 2014 and it stipulates that the purpose of legal aid is to achieve the equality of all before the law and to ensure the citizens of the Republic of Croatia and other persons of the effective realisation of legal protection and access to the court and other public bodies under equal conditions. In 2017, the Ministry of Justice funded a total of 16 projects of associations and legal clinics for providing primary legal aid, thus allocating a total of 1,046,165.48 HRK. Associations' projects were related to providing legal aid to vulnerable social groups, such as socially vulnerable people, persons with disabilities, members of national minorities, victims of violence, applicants for international protection, and some associations are focusing their activities on the protection of women's rights. As far as secondary legal aid is concerned, including the achieving of the right to representation before a court, we can report that from October 2017 to August 2018, according to data from the free legal aid information system, secondary legal aid was granted to 5,141 persons, out of which 3,016 persons were female (58.67%).

#### **Objective 4.**

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

#### **Other Activities**

The Ministry of Justice keeps records on all persons employed in courts and state attorneys' offices on the basis of data provided by judicial bodies.

The statistical overview of judicial bodies for 2017 contains different data related to judicial bodies including the data about the structure of human resources employed on 31 December 2017.

[https://pravosudje.gov.hr/UserDocImages/dokumenti/Pravo%20na%20pristup%20informacijama/Izvje%C5%A1%C4%87a/Statisti%C4%8Dko\\_izvjesce\\_2017.PDF](https://pravosudje.gov.hr/UserDocImages/dokumenti/Pravo%20na%20pristup%20informacijama/Izvje%C5%A1%C4%87a/Statisti%C4%8Dko_izvjesce_2017.PDF)

Statistics show that the share of women in the justice system counts 70.5% of women at the courts and 68.3% at the State Attorneys' offices as judicial officials.

In the Republic of Croatia, in the field of culture and art and international cultural co-operation, there are 32 professional working bodies, all of which comprise 191 members. Data on gender show that the proportion of women is 46% and that of men 54%.

On 23 March 2018, the 10th anniversary of Croatia's participation in the MEDIA sub-programme of Creative Europe was marked with a series of panels on various aspects of the European film industry under the title "Strong Women of the European Audiovisual Industry", focusing on the participation of women in leading political and professional film functions.

Within the Ministry of Foreign and European Affairs, female diplomats occupy more than 50% of the decision-making positions, including the highest ranks, though the number of female ambassadors is still low compared to their male counterparts: their share actually amounts to 25%. In this regard, increasing the number of female Heads of Croatia's diplomatic representations and nominating more women for top level positions in international and regional peace and security organisations remain the priorities.

Gender-sensitive programmes remain one of the thematic priorities of the Croatia's *National Strategy of Development Co-operation for the 2017-2022 period*.



**Objective 5.****Protect the rights of migrant, refugee and asylum-seeking women and girls****Legislative Changes**

In May 2018 the *Act amending the Foreign Nationals Act* was adopted (Official Gazette 46/18). Article 101 provides for best interests of minors and needs of other vulnerable persons, as well as family life and health state of the third country national in considering their return. Also, the article defines vulnerable persons as minors, persons with disability, the elderly, pregnant women, single parents with minor children, victims of trafficking in human beings, victims of torture, rape or other form of psychological, physical or sexual violence, such as victims of female genital mutilation and persons with mental disabilities. The decree on expulsion may not be adopted when participation in trafficking in human beings victim support programme is under consideration.

**Policy Changes**

The *Action plan for integration of persons who have been granted international protection* for the period from 2017 to 2019 was adopted.

**Other Activities**

In 2018, the Police Academy conducted two specialist border police training courses (from February through April 2018 for 55 police officers and from May through July 2018 for 42 police officers). The courses treated the topics of the protection of rights of women, refugees and asylum seekers in four class periods within the International and Temporary Protection (Asylum) class.

Special care and attention is paid to needs of vulnerable groups and especially women who seek for international protection. Efforts are made to ensure that during the lodging of an application, if possible, a translator of the same sex is present. During the first interview, asylum seekers also fulfil a "Questionnaire and observation for early identification of asylum seekers having suffered traumatic experience". If the employees of the reception centre notice that a person of any gender was a victim of any form of violence or experienced trauma, they immediately inform competent services. For all asylum seekers, 24 hours help is available in the reception centre. Employees of the reception centre are also in daily contact with "Medicine du Monde", a non-profit organisation who provides health care to the asylum seekers in the reception centre. If there is a need, an examination and visits to health specialist (psychologist) are organised outside the reception centre in co-operation with our partners from NGOs and the Croatian Ministry of Health and always in the presence of a translator. Within the Reception centre there is the "Psychosocial team of Croatian Red Cross", "Society for psychological help" and from recent also "Women's room", as a part of daily care for women and especially for those who were victims of gender-based violence and/or human trafficking. For any complaint about violence against women and domestic violence in the reception centre, the police and locally competent social welfare centre is immediately informed and if necessary women are separated.

In 2018, the Police Academy conducted the following training courses for police officers aiming at protection of the rights of women and girls migrants, refugees and asylum seekers:

- A specialist training course for juvenile delinquency and crimes against youth and family from 2 May until 21 June 2018, for 27 criminal police officers which addressed the topics of the protection of the rights of women and girls migrants, refugees and asylum seekers in four class periods (Implementation of the Istanbul Convention and Treatment of children separated from their family – lecturer from UNICEF).
- The Judicial Academy organised, in co-operation with the Croatian Legal Centre, a seminar on the topic of international protection approval procedure – exclusion clause for judicial officials (total 11 participants).

According to the 2018 CES data, there were 114 persons under international protection (people granted asylum, subsidiary protection, temporary protection, asylum seekers under certain conditions and family members of these categories of foreigners) registered as unemployed. Among these persons, 53 were women.

## Objective 6.

### Achieve gender mainstreaming in all policies and measures

#### Other Activities

In November, 2017 the Croatian Ministry of Transport and Infrastructure signed the Charter “Women in Transport – Platform for Change” whose signature was organised by the European Commission and the European Economic and Social Committee. Strengthening women’s employment and equal opportunities for women and men in the transport sector are the main objectives of the platform through the actions brought about by the platform members and the exchange of good practices. Organisations committed to improving female employment in transport come together in this platform and share their actions for equal opportunities. The Republic of Croatia is not only a platform signer; along with Austria, Spain and Sweden, Croatia is one of the founders of the platform.

It is important to mention that among regional and local authorities, there is growing interest for the content of the *European Charter for Equality between Women and Men* on the local level is growing. Up to now 12 out of 21 Croatian counties have signed the Charter, and in addition 13 towns and local communities have also signed. Apparently, authorities have recognised the value of the Charter as a practical tool for gender mainstreaming at the local level.

The training programme related to general ex-ante conditionalities which are defined in all ESI operational programmes has taken place continuously since December 2015. The content of the one-day intensive training, aimed for employees engaged in the managing of ESI funds, is related to non-discrimination principles, gender equality and rights of persons with disabilities. The employees of the Office for Gender Equality are conducting the training based on curriculum related to EU and national gender equality legislation, gender equality policies and gender mainstreaming.

“Guidelines for drafting a work plan for gender mainstreaming in the bodies of the state administration” were sent in July 2018 by the Office for Gender Equality to all co-ordinators for gender equality in public administration with the aim to encourage setting up gender equality teams in their respective bodies, who would then develop and implement gender mainstreaming work plans.

The Croatian Employment Service (CES) collects data on labour market indicators (employment, unemployment, active labour market measures), sorted by gender. The data are published monthly in the Monthly Statistics Bulletin and annually in the Yearbook. CES, in addition to above-mentioned publications also provides public access data service – Statistic on-line. The request for data not available on the website is at the following e-mail address: [hzz@hzz.hr](mailto:hzz@hzz.hr). During the requested period there were regular collections of data on women and their situation in the labour market based on the effects of the active labour market policy measures (ALMP). The collected data were used for creating and implementing new measures for different Target Groups. Data on ALMP effects are presented segregated by gender for different reports.

The Croatian Bureau of Statistics prints and publishes regularly the brochure “Women and Men in Croatia” each year with the goal to illustrate the position of women and men in the society, using up-to-date statistical indicators in the areas of population, health, education, employment and

earnings, pensions, justice and political power.

**ADDITIONAL COMMENTS**

The Office for Gender Equality printed two Council of Europe documents: "Council of Europe Convention on preventing and combating violence against women and domestic violence", 3rd edition (300 copies) and "Handbook on good practices gender equality in sports" 2nd edition (500 copies).

The Gender Equality Act (2008) was amended and entered into force in July 2017. The Office for Gender Equality has made an editorial revised text of the Gender Equality Act and printed 10,500 copies in Croatian and 500 copies in English.

Within the programme of the Croatian Presidency of the Committee of Ministers of the Council of Europe, the Office for Gender Equality presented the Croatian edition of the *Council of Europe Strategy for Gender Equality from 2018 to 2023*, and printed 1000 copies. A large number of participants - representatives of ministries and other state administration bodies, MPs and representatives of the Ombudspersons, the City of Zagreb, the European Commission Representation in the Republic of Croatia, the academic community and civil society organizations - attended the presentation of the Strategy, which was held in Croatian Parliament.

In December 2017, the Office for Gender Equality translated and printed two CEDAW documents (500 copies of each): "*General recommendation No. 34 (2016) on the rights of rural women*" and "*General recommendation No. 35 on gender-based violence against women, updating General recommendation No. 19*".



## CYPRUS

**Objective 1.****Prevent and combat gender stereotypes and sexism****Ministry of Justice and Public Order – Office of the Commissioner for Gender Equality****Policy Changes**

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 Mechanism for Women's Rights organised five two-day seminars on the Elimination of Linguistic Sexism in the documents of the public service.

Furthermore, the Cyprus Gender Equality Observatory conducted a survey entitled "Overcoming Linguistic Sexism in the documents of the public administration of the Republic of Cyprus", with the financial support of the NMWR, as well as a Practical Guide. The guide aims to highlight linguistic sexism in public documents and at the same time proposed practical ways of deconstructing it.

**Ministry of Labour, Welfare and Social Insurance****Legislative Changes**

The newly enacted Paternity Law (No.117(I)/2017) provides that an employee has the right to two consecutive weeks of paternity leave within the period commencing from the week of the birth and ends sixteen weeks after the end of the maternity leave.

**Target Group**

Employed men who have entered into a marital relationship with the mother of their child.

**Other Activities**

An "Equal Pay Day" event was co-organised by the Ministry of Labour, Welfare and Social Insurance and the European Commission Representation in Cyprus, on 17 March 2018, at the Mall of Cyprus, where officers of the ministry and the representation provided information to the public regarding the gender pay gap. A live radio link was provided, in order to reach a wider audience, through which representatives of the ministry, the representation, as well as representatives of the social partners provided information to the public. An Equal Pay Day event is organised annually, contributing to raising public awareness on the gender pay gap and its detrimental consequences on women's economic and social life, as well as on the existing complaint mechanisms.

**Target Group**

The public.

On 21 November 2017, a certification ceremony was organised by the Ministry of Labour, Welfare and Social Insurance for certifying seven enterprises which adopted policies promoting gender equality in the workplace. (A national model for certifying enterprises which adopt policies promoting gender equality in the workplace has been developed, and a National Certification Body was established in April 2014 responsible for granting these certifications, by decision of the Council of Ministers. The National Body is chaired by the Ministry of Labour, Welfare and Social Insurance, while its members are the Gender Equality Commissioner and representatives of the employers' and employees' associations. A total of 47 companies have been awarded a certification so far.)

**Target Group**

Employers, employees and the public.

Inspections on the enforcement of equal pay legislation are conducted each year by inspectors of the Ministry of Labour, Welfare and Social Insurance. In 2017, around 200 inspections took place. During the inspections, employers and employees are informed about the provisions of the equal pay legislation

**Target Group**

Employers and employees.

During the reporting period (October 2017 to September 2018), Officers and Inspectors of the Ministry of Labour, Welfare and Social Insurance responded to a number of requests of information regarding Equal Pay between men and women.

**Target Group**

Employers, employees and the public.

**Ministry of Education and Culture****Policy Changes**

The Ministry of Education and Culture (MOEC) promotes an anti-racist policy, which is also supported by the Pedagogical Institute with teacher training related to anti-racist 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 anti-racist 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 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. There is also 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 their 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 between the Interdepartmental Committee and the Gender Equality in Employment and Vocational Training Committee and various NGOs.
10. In collaboration between the Interdepartmental Committee and the Gender Equality in Employment and Vocational Training Committee, an annual competition is being organised for pupils at all levels of education concerning combating gender stereotypes in the field of workplace or their career path.
11. In collaboration with the Mediterranean Institute for Gender Studies (NGO), the Commissioner for Gender Equity is 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/>
12. Participation in the following programmes:

**BODI (<http://www.bodi-project.eu/>)**

The project aims to contribute to the development of teachers’ competences for an understanding of cultural differences in early childhood education, for the involvement of parents also with different cultural background, as well as to the improvement of schools’ capacity to address cultural diversity for the better inclusion of children and parents in our intercultural society. BODI wishes to contribute to:

1) the development of education policies and practices on intercultural education, gender education and inclusion of children/parents of minority cultural backgrounds – through our analysis of existing practices and the assessment of the method we develop:

2) the development of teachers’ competences through new methods for teacher training and new practical tools ready to adapt, concretely:

- develop an understanding of cultural differences having an impact on early childhood education, develop tools to solve possible tensions and conflicts;
- develop skills and creative tools to address issues of cultural diversity, gender, and health with the children;
- offer tools to involve parents (of migrant and non-migrant origin) and engage them in dialogue about sensitive issues such as cultural differences, gender, body, health.

3) The development of schools’ capacity to address cultural diversity, to ensure that children

of different cultural backgrounds and their parents are not excluded and equip children for participation in an intercultural society tolerant towards gender diversity. Offer tools and strategies to address sensitive issues such as gender.

### **EU/Council of Europe Pilot Projects Scheme**

The MOEC and the Cyprus Pedagogical Institute participated, as full partners, in the two cycles of the "EU/Council of Europe Pilot Projects Scheme on Human Rights and Democracy in Action: Teaching controversial issues – Developing effective training for teachers and school leaders". The first cycle of the Project was conducted in 2014-2015 ("Living with Controversy – A Training Tool for Teachers") aiming at teacher's training on how to handle controversial issues at school. The tool's main aim was to help teachers deal with controversial issues by taking a holistic approach, i.e., issues such as religion, sexuality, euthanasia, racism, homophobia, transphobia, bullying, sexism, nationalism which were included in the learning objectives of the Health Education Curriculum. The second cycle of the project was conducted in 2015-2016 ("Managing Controversy: A Whole-School Training Tool") aiming to produce a tool for school leaders, senior managers and leadership teams on how to manage and react to controversial issues in and beyond the school. Teacher trainers at the Pedagogical Institute provided support on citizenship and human rights education at school level. The end products of the project (websites, lessons plans, videos, scoping papers, tools for teachers, tools for head teachers) were integrated (or will be integrated during the current school year) to support existing policies and practices that teachers and school leaders are obliged to follow. In particular, for Health Education Curriculum handbooks, lesson plans, pedagogies, etc. from the project have been added, or will be added, to the current website. As far as the anti-racist policy is concerned, specific guidelines, developed through the pilot project, were added. The tool "Discovering the Elephant", developed by the MOEC, which includes activities such as debates on controversial issues (e.g. euthanasia for animals, family types, drugs, smoking, etc.), will be enriched from the project. Moreover, teacher and head teacher in-service training on health education curriculum and the tools were developed, based on the two cycles of the project.

### **iDecide**

The iDecide Project aims to develop an innovative toolkit and induction course to support evidence-based policy making that can lead to the reduction of disparities in learning outcomes and marginalisation, by supporting school leaders, school staff, and policy makers to engage in shared and inclusive decision making. By implementing the toolkit and collecting rich data, we aim to understand the complexities of how decisions at school level influence marginalised groups and develop concrete recommendations for policy and practice on how to engage in shared decision making, giving voice to all stakeholders

The goals of the project are: 1) To develop an innovative toolkit and an induction course (face-to-face & on-line) for school leaders and school staff, based on effective principles and processes to promote shared decision making regarding the development, implementation, evaluation and improvement of inclusive policies, 2) To support evidence-based policy making which can lead to the reduction of disparities in learning outcomes and marginalisation in schools, 3) To support the EU in reducing disparities in learning outcomes affecting learners from disadvantaged background. To strengthen co-operation and exchange of information and good practices between different areas of Europe.

### **Target Group**

Teachers, students, parents.

**Commissioner for Administration and Protection of Human Rights (Ombudsman)**

**Legislative Changes**

The legislation for the protection of maternity was amended in 2017 and provides that surrogate mothers and women who have a child through surrogacy motherhood are now also entitled of maternity leave - 14 and 18 weeks respectively - and an allowance. The previous amendment of this legislation provided a four week-period to be added to maternity leave for every extra baby born (twins, etc.).

In 2018, the penal code was amended to provide that anyone who publicly, and in a manner that is threatening or abusive or any other way that prevents a mother from breastfeeding will be found guilty of an offence and, if convicted, is subject to a fine. The Protection of Maternity Law was also amended and a woman who breastfeeds or pumps and stores breast milk at the workplace and during her one hour work break is protected and the employer is obliged to provide to her all the appropriate facilities to do so. The parliament adopted the Promotion and the Protection of Breastfeeding Law, according to which a committee has been appointed which has advisory functions for the protection, the support and the promotion of breastfeeding.

**Policy Changes**

A Code of Conduct on Preventing and Combating Sexual Harassment and Harassment in the Public Service has been prepared by the Commissioner for Administration and Protection of Human Rights. This code aims to prevent and handle such phenomena as a disciplinary offence according to the national legislation, in order to succeed the implementation of the equal treatment principle and the respect of the human dignity. The Code of Conduct clearly identified harassment and sexual harassment as gender discrimination and gender based violence, that offence victims' dignity.

The Code of Conduct is expected to be approved by the Council of Ministers and all the public authorities are called to co-operate on the implementation of the code, *with emphasis on their obligation to take measures for the prevention and the handling of harassment and sexual harassment.*

**Other Activities**

In May 2018, the commissioner issued a statement regarding the right of women to breastfeed their children in public spaces, a right which has been legally enforceable, through an amendment of the Penal Code in March 2018.

**Target Group**

The Code concerns all civil servants, men and women, regardless of their employment status.

**Gender Equality Committee in Employment and Vocational Training (EIF)**

**Other Activities**

An edition of a study by the gender equality committee titled "Sexism: An invisible Reality", December 2016 (<https://drive.google.com/file/d/0B0o8MhVUuiLUWTdMMGHndDdPQzQ/view>) was distributed last year and during 2018.

**Target Group**

Men and women in all spheres.

**Objective 2.****Prevent and combat violence against women and domestic violence****Ministry of Justice and Public Order Office of the Commissioner for Gender Equality****Legislative Changes**

The Ministry of Justice and Public Order has prepared a bill to criminalise violence against women, which has been absent to date from the existing legislative framework. This aims to fully integrate the provisions of the Istanbul Convention into Cypriot law.

The proposed legislation has been set out to ensure the full of protection of women by establishing a comprehensive framework for combating gendered violence. It contains arrangements for all criminal offences and provides for aggravating circumstances justifying the increase of penalties in serious cases. The bill also includes provisions for immediate and effective preventive measures and for the protection of victims of gender-based violence, but also for repressive actions to prosecute perpetrators. It also includes provisions to promote international co-operation in the fight against such criminal offences in this area. In addition, the role of the police has been to effectively work towards preventing and responding to incidents of violence, as well as in assessing and managing the risks of reported cases. At present, the bill is under wide public consultation.

Furthermore, a bill criminalising stalking and harassment has been prepared and tabled before parliament since November 2017. The bill will regulate the protection of individuals from behaviour such as harassing and stalking, as well as behaviour that constitutes harassment, as well as other related offences. The purpose of the bill is to criminalise the offences of harassment by varying the penalties imposed and its consequences on the victim, as defined in the bill. The bill also provides for the possibility for the court to issue decrees with a view to protecting the victim or other persons in his/her environment. A special section on urban therapies is included and, in particular, the right of the victim to compensation and rehabilitation after a final conviction is provided for.

**Ministry of Labour, Welfare and Social Insurance****Other Activities**

The Republic of Cyprus (Ministry of Labour, Welfare and Social Insurance) announced in March 2018 the revised State Aid Scheme for 2018, under EU Regulation 360/2012 for the provision of services of general economic interest (De Minimis), where NGOs and local authorities may receive state aid, if they fulfil certain criteria, for the development and functioning of quality social care programmes. In the 2018 State Aid Scheme, priority is also given to the development of shelters for victims of violence and a multidisciplinary centre for information and support services for victims of violence.

In April 2018, the Minister of Labour, Welfare and Social Insurance signed a protocol of co-operation with the NGO Cyprus Stop Trafficking. The main purpose is to enhance the co-ordination, co-operation and collaboration between the social welfare services and the voluntary sector in the provision of services and support victims of trafficking including their access to information, housing, employment and social integration. Within this framework, Cyprus Stop Trafficking in February 2018 launched an "Open House" for victims of sexual trafficking, which operates as a half way accommodation, while supporting them in finding a permanent residence in the community, after leaving the state-run shelter.

**Target Group**

Women victims of violence and women victims of sexual exploitation.



## **Ministry of Education and Culture**

### **Legislative Changes**

In national laws, general references are made to the responsibility of the Ministry of Education and Culture for the provision of information on sexuality education to children and provision of training to educators. Sexuality education is included in the health education curriculum as a thematic area frame “Family Planning – Sexual and Reproductive Health”.

### **Policy Changes**

1. The Ministry of Education and Culture (MOEC), recognising its responsibility and influence in the field of primary prevention, has proceeded to the setting up and operation of a Co-ordinating Committee for the Prevention and Combating of Sexual Abuse and Exploitation of Children with representatives of all MOEC departments and services. The committee co-ordinates all matters concerning the Protection of Children from Sexual Exploitation, Sexual Abuse and Child Pornography relating to the actions of the Ministry.
2. The National Strategy and Action Plan to Combat Sexual Abuse and Exploitation of Children and Child Pornography (NS) constitutes the basic policy text and guides the actions and initiatives of the authorities of the Republic of Cyprus for the next three years. The elaboration of the NS was decided by the Council of Ministers on 13 July 2015 and for this purpose an inter-ministerial committee has been established, comprising the Ministers of Education and Culture, Labour, Welfare and Social Security, Justice and Public Order and Health. The National Strategy and Action Plan to Combat Sexual Abuse and Exploitation of Children and Child Pornography 2016-2019, seeks to recognise the scope and scale of this social problem, to identify the priorities for addressing it properly and to determine the necessary actions and policies in order to achieve the primary goal which can be described as follows: "All children should have the opportunity to grow up in conditions of security, equipped with all the tools that would allow them to develop healthy relationships, without having to face any form of sexual exploitation or abuse, free from all forms of sexual injury".

### **Other Activities**

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.

During the school year 2017/2018 a series of seminars on “Recognising and Reporting Incidents of Sexual Abuse” in the context of the National Strategy against Sexual Abuse and Exploitation in all four districts of Cyprus were organised (February and March 2017 in 450 primary school teachers).

National Strategy for preventing Child’s sexual abuse:

4. [http://www.mlsi.gov.cy/mlsi/sws/sws.nsf/All/070F867D2763F568C2257FC70024C4F4/\\$file/1%20NATIONAL%20STRATEGY%20TO%20COMBAT%20CHILD%20ABUSE.pdf](http://www.mlsi.gov.cy/mlsi/sws/sws.nsf/All/070F867D2763F568C2257FC70024C4F4/$file/1%20NATIONAL%20STRATEGY%20TO%20COMBAT%20CHILD%20ABUSE.pdf).
5. Collaboration of the Interdepartmental Committee with various NGOs.
6. Promoting the participation of policy makers and staff of the Ministry to attend to 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 linguistic underlying sexism in governmental documents.

7. A research on sexuality education was conducted by the Centre of Educational Research and Evaluation (of the CPI) between October and December 2017. The research aimed at providing clues about what is happening at school in classroom teaching, but also in the wider environment of the school, by highlighting the views of teachers on these sensitive issues. Focus on teachers has been considered important, as teachers' abilities, perceptions and beliefs influence their teaching and their whole approach of these particularly sensitive issues. The suggestion to investigate the matter was raised by the Co-ordinating Committee for the Prevention and Combating of Sexual Abuse and Exploitation of Children, members of which contributed both in terms of methodological planning and feedback to the conclusions of this research. The Cypriot Family Planning Association also contributed to the design and final form of research, giving feedback. The research conducted as part of the action plan of the National Strategy to Combat Sexual Abuse and Exploitation of Children and Child Pornography (2016-2019) in order to investigate the needs of the teachers in teaching the subject and to set related trainings (mandatory) for the next years.

#### **Target Groups**

1. Students
2. Teachers

#### **Commissioner for Administration and Protection of Human Rights (Ombudsman)**

##### **Other Activities**

In 2017, the Commissioner for Administration and Human Rights continued the collaboration with the Ministry of Interior, the Police and the Cyprus Academy of Public Administration in organising a number of training seminars to front line public officers (Labour Department, Labour Relations Department, Police – Immigration and local police stations, officers of local authorities conducting civil marriages, etc.) in order to enhance their ability to detect indications of trafficking/exploitation of vulnerable groups of people, mainly migrant women, and refer the cases appropriately and timely.

##### **Target Group**

Front line public officers (Labour Department, Labour Relations Department, Police – Immigration and local police stations, officers of local authorities conducting civil marriages, etc.).

#### **Gender Equality Committee in Employment and Vocational Training (EIF)**

##### **Other Activities**

The Gender Equality Committee organised a sexual harassment forum last year and in February 2018, edited a study titled “Sexual harassment and Cyprus Jurisprudence”  
<https://drive.google.com/file/d/0B0o8MhVUuiLUTzRKcThKazQtOGh2N2MyOXNmZ2FyeExLYWRr/view>.

##### **Target Group**

Lawyers, social partners, members of the parliament, ministries, municipalities, non-governmental and women organisations, journalists.

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

##### **Legislative Changes**

The Government of Cyprus, in July 2017, ratified the Council of Europe Convention on preventing



and combating violence against women and domestic violence (Istanbul Convention). The Ministry of Justice and Public Order drafted a specific law in order to transpose the provisions of the Convention into the national legal order. At the moment, the draft of the national law is at the process of public discussion, so that the relevant ministries, NGOs, and other stakeholders will be able to submit their comments.

Moreover, the Ministry of Justice and Public Order along with the Ministry of Labour, Welfare and Social Insurance, have agreed that the Advisory Committee for the Prevention and Combating of Violence in the Family would proceed with the necessary legislative amendments, in order to become the co-ordinating body, as defined in Article 10 of the Istanbul Convention.

### **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 (Decision No.82.656). The new National Plan focuses mainly 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.
  - Promoting 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.
  - The 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.
  - Promoting 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]*.  
(The full text of the Action Plan can be found at [www.familyviolence.gov.cy](http://www.familyviolence.gov.cy))
- Manual of Interdepartmental Procedures for Children (2017)  
The Interdepartmental Procedures for Dealing with Family Violence Cases are derived from the Family Violence (Prevention and Protection of Victims) Law 2000 (N. 119(I)/2000) and concern children (juvenile victims up to 18 years). The purpose of the interdepartmental procedures is to protect and support the juvenile victim of domestic violence throughout the process from reporting to trial. To achieve this goal, the key prerequisite is interdepartmental co-operation between stakeholders, the public and private sector and non-governmental organisations (NGOs).

As a result, the Advisory Committee for the Prevention and Combating of Violence in the Family (ACPCVF) under the Ministry of Labour, Welfare and Social Insurance, in the exercise of their responsibilities, and with the co-operation of all stakeholders have prepared this Interdepartmental Procedures for Children (IPC) to provide improved and co-ordinated services to children affected by violence in the family. The IPC describe the procedures to be followed by state, private agencies and NGOs and clarifies the tasks and role of professionals (public/private sector officials and NGO volunteers) in managing cases of domestic violence with regard to juvenile victims. The IPC have been approved by the Council of Ministers on 8 November 2017 (Decision No.83.680) and is therefore binding on all professionals involved.

### Other Activities

- Circle of CHANGE: Preventing and combating violence against women and girls through gender equality awareness" (April 2017-March 2019)

The Advisory Committee for the Prevention and Combating of Violence in the Family participates as an Associate Partner to the two-year European-funded project entitled, "Circle of CHANGE: Preventing and combating violence against women and girls through gender equality awareness". The aim of the project is to support the development and implementation of practical and targeted information, awareness raising and education activities to eliminate intimate partner violence/sexual violence (IPV/SV) in different levels: teen relationships, stakeholders and the wider-public.

The co-ordinator of the project is Cyprus Police (Criminal Investigation Department) with the following partners: Mediterranean Institute of Gender Studies (MIGS), the Association for the Prevention and Handling of Violence in the Family (SPAVO) and Enoros Consulting Ltd.

The objective of the project is to develop a curriculum which will be implemented in specialised training to front-line professionals in order to prevent and respond more effectively to violence against women in Cyprus. The Circle of CHANGE project will involve the training of 200 front-line professionals, 125 teachers and related professionals from all major cities in Cyprus, and 625 adolescents will be empowered through 25 student implementation workshops.

- Training seminar on "Recognition, Evaluation and Referral victims on the basis of Directive 2012/29/EU" (2017)

The Cyprus Centre for European and International Affairs, University of Nicosia in collaboration with the Advisory Committee for the Prevention and Combating of Violence in the Family organised a training seminar on "Recognition, Evaluation and Referral victims on the basis of Directive 2012/29/EU," on 10-11 October 2017 at the University of Nicosia. The 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 - Themistocles Foundation and Dimitris Tsatsos in collaboration with European Training and Research Centre for Human Rights and Democracy (Austria), Centre for the Study of Democracy (Bulgaria), Cyprus Centre 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). The seminar is addressed to professionals of all involved services dealing with cases of violence.

### 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.

### Objective 3.

**Ensure the equal access of women to justice**

### Ministry of Justice and Public Order Office of the Commissioner for Gender Equality

### Legislative Changes

The reform of the Family Law has been among the priorities of the Government of Cyprus during the last years. To this end, the Ministry of Justice and Public Order, calling upon the expertise of judges, lawyers, the Commissioner for Children's Rights and academics in the field proceeded to the

preparation of seven bills, which are now under discussion in Parliament.

These bills aim to modify the family law in an effort to safeguard the rights of women and men, as well as the best interest of the child, thus achieving full harmonisation with relevant international and European human rights instruments, including the UN Convention on Children's Rights.

This modernisation of family law has particularly benefitted women, in many ways: (a) the protection of the family home is strengthened, with the provision that neither of the spouses will be able to dispose of the family home without the consent of the other; (b) Efficient procedures for gathering information on spousal property are established for the purpose of calculating alimony; and (c) the presumption of one spouse's contribution to the increase in assets will be revised and reassessed.

In particular, the main thrust of these bills is as follows:

- ✓ Introduction of consensual divorce.
- ✓ Joint child custody, with equal time spent.
- ✓ Children's interests will be seriously considered by the court and they will be called to testify to their wishes.
- ✓ Parents will be obliged to ensure a child's right to contact with both parents.
- ✓ The family home will be protected in that neither parent will be able to mortgage or otherwise set it at risk, even if it should be in their name, without the consent of the other parent; family members cannot be evicted either.
- ✓ In order to calculate alimony, each parent will be obliged to submit all information relating to property and financial status to the court, including bank account details.
- ✓ Property acquired during the marriage is halved between the spouses, rather than divided into thirds, as hitherto.
- ✓ Parents will be obliged to participate in educational or therapeutic programmes, which aim to keep good relations between themselves and their children.
- ✓ Divorces will be granted by decision of a single judge, rather than three, as is currently the case. This will speed up the existing process.
- ✓ Family courts will adjudicate in cases of marriages between different religious groups.

### **Gender Equality Committee in Employment and Vocational Training (EIF)**

#### **Other Activities**

A basic responsibility of the Gender Equality Committee in Employment and Vocational Training (EIF), under the Equal Treatment of Men and Women in Employment and Vocational Training Law (Law 205 (I)/2002), is to provide independent assistance to victims of discrimination when they denounce discrimination. In particular, the Gender Equality Committee provides free advice to individuals or employers who are apply to it, as well as free legal assistance to victims of gender discrimination, *inter alia* in court proceedings.

There are no socio-economic criteria for providing such legal assistance, in an attempt to encourage victims of gender discrimination to file applications to the court for the assertion of their rights under the law. The victims choose the lawyer they want from the Pancypria Lawyers Association.

The nature, type, content and procedure for the provision of independent assistance is determined by the Codes of Civil Procedure 176/2009, issued on the basis of Article 34 of Law 205 (I)/2002. Since 2011, the EIF served more than 150 gender discriminated people (130 women and 22 men) who submitted complaints. The complaints included the harassment, sexual harassment, maternity or

pregnancy dismissal, discrimination in access to employment and discrimination in the development process. Several cases have been completed and the victims have been justified by the court, while others are still pending before the court. The EIF serves many people and calls by giving information and advice about their rights and advices.

**Target Group**

Men and women.

**Objective 5.**

**Protect the rights of migrant, refugee and asylum-seeking women and girls**

**Ministry of Education and Culture**

**Policy Changes**

The social welfare services of the Ministry of Labour, Welfare and Social Insurance have been put under their guardianship a number of unaccompanied minors, applicants for international protection. Subsequently, the Ministry of Education and Culture of Cyprus is applying European directives and the action plan of the interdepartmental committee for the integration of children with a migrant background, for the education of all underage persons, especially children with a migrant background, prepared a special programme for the education of unaccompanied minors in schools. As part of their studies at school and during the asylum procedure, there is an effort to empower these children especially in education, technical training, work and employment, access to basic services and the active participation and social inclusion with a view to obtaining further educational and professional qualification. Unaccompanied minors and refugee children groups have the highest vulnerability, due to both their recent traumatic experience and the lack of support from their family in their place of arrival. Therefore, the Ministry of Education efforts focus on further support and integration of these children.

In the current school year 2017/2018 five classes of unaccompanied minors are operating in Cyprus in five schools in Larnaca, Limassol and Nicosia. Lessons are attended by about 76 unaccompanied minors.

Also, in the Educational Programme for Unaccompanied Minors who are applicants for international protection, a Certificate of Attendance was granted to children who would attend the particular programme and in addition, the MOEC established three afternoon classes at the state institutes of further education. Such classes ran on a full time schedule of 20 periods per week and were staffed with teachers employed through the purchase of services (the basic criterion for recruitment being experience and professional qualifications for teaching Greek as an additional language).

**Other Activities**

- Participation in a project co-funded by Asylum, Immigration and Integration Fund and the Cyprus government (in co-operation with CARDET and Innovade) that offers Greek language lessons for third country minors as part of the measures to integrate asylum-seeking, refugee, and women and girls from migrant background into the education system (primary and secondary level).
- Implementation of the project “Measures for Improving Social and Educational Integration of Children coming from non-EU countries” co-funded by Asylum, Immigration and Integration Fund and the Cyprus government. The project aims to provide support to teachers and to introduce measures for parent’s involvement in schools that third country pupils attend. The actions of the programme include:
  - Issues related to the integration of children from non-EU countries into the Cyprus educational system and for which teachers would like to be trained.

- Teachers and education leaders professional learning focusing on the triptych “Identity and Diversity - Methodology of teaching - Socio-cultural framework”. In this context, seminars were organised on a school basis, as well as conferences with the contribution of the academic community.
- Involvement and co-operation of parents and community with schools to create a social bond, aiming at the social and educational inclusion of children. Many migrant women worked as mediators in their children’s schools during this programme.
- Issues of teaching Greek as a second language.

**Target Group**

Students, teachers.

**Objective 6.**

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

**Ministry of Justice and Public Order**

**Policy Changes**

The Ministry of Justice and Public Order, in co-operation with the Commissioner for Gender Equality, the Commissioner for Administration and Human Rights, the Cyprus Academy of Public Administration and the Gender Equality Committee in Employment and Vocational Training have prepared a handbook for the integration of gender mainstreaming in public policies, as well as an Action Plan for the training/education of civil officers responsible for the preparation and implementation of the budget and the strategic development plans and of equality officers.

The handbook has been adopted by the Council of Ministers and it will be distributed and used as a tool for training of public officers (equality officers, education and training officers of the ministries/departments/services/independent offices, members of the ministries’ team for the strategic planning and the budget drafting and any other officers responsible for the policy making) by the end of 2018. Analysis of the social and biological sex, the legal framework for combating gender discrimination, gender mainstreaming and gender budgeting and good practices of other countries are expected to be presented during those seminars.

It is expected that when the above-mentioned training is concluded, a new round of more specialist training on gender budgeting will take place. This training is included in the new National Action Plan on Gender Equality 2018-2021.

**Commissioner for Administration and Protection of Human Rights (Ombudsman)**

**Policy Changes**

The Office of the Commissioner, in co-operation with the Cyprus Academy of Public Administration, the Ministry of Justice and Public Order, the Gender Equality Commissioner and the Gender Equality Committee in Employment and Vocational Training prepared a handbook for the integration of gender mainstreaming in public policies and an Action Plan for the training/education of public officers.

The handbook was adopted by the Council of Ministers and it will be distributed and used as a tool for training of public officers (equality officers, education and training officers of the ministries/departments/services/independent offices, members of the ministries’ team for the strategic planning and the budget drafting and any other officers responsible for the policy making) by the end of 2018. Analysis of the social and biological sex, the legal framework for combating

gender discrimination, gender mainstreaming and gender budgeting and good practices of other countries are expected to be presented during those seminars.

It is expected that after the above-mentioned training is concluded, a new round of more specialised training on gender budgeting will take place. This training is included in the new National Action Plan on Gender Equality 2018-2021, which is expected to be published soon.

#### **Target Group**

- Civil servants/officers responsible for the preparation and implementation of the budget.
- Civil servants/officers responsible for the preparation and implementation of the strategic development plans of each ministry/department/service/independent office.
- Officers responsible for equality issues.
- Officers responsible for training and education issues.

#### **Gender Equality Committee in Employment and Vocational Training (EIF)**

#### **Policy Changes**

In December 2016, the Ministerial Cabinet approved a training guide and a manual on the steps which must be followed to implement gender mainstreaming in public policies.

#### **Other Activities**

A committee comprising the Cyprus Academy of Public Administration, the Gender Equality Committee in Employment and Vocational Training, the Office of the Commissioner for Public Administration and Human Rights, the Gender Equality Commissioner and the National Mechanism for Women's Rights discussed and promoted a process for gender mainstreaming in public policies. In particular, a training guide and a manual of gender mainstreaming steps in public policies were prepared.

It was decided in September 2018 to make an official ceremony for the presentation of the above texts and to start training in October, the duration of which will be seven days. It should be noted that the relevant public officials (which develop and implement the state budget and the strategic development plans) will be initially trained on the practical implementation of gender mainstreaming and gender budgeting respectively.

At the conclusion of the first training group programme, the committee will evaluate the results and will decide on the next training groups. The committee intends to cover also the local authorities and the semi-public sector.

#### **Target Group**

Public officials

#### **MAIN CHALLENGES:**

#### **Ministry of Justice and Public Order Office of the Commissioner for Gender Equality**

Despite the significant positive developments, traditional perceptions regarding the role of women and men, as well as gender stereotypes, continue to impede *de facto* realisation of gender equality. This is reflected, *inter alia*, in the underrepresentation of women in political and public life, in the continuing problem of violence against women, the gender pay gap and gender segregation in employment. Based on this acknowledgment, Cyprus is determined to intensify its efforts to eliminate gender stereotypes, primarily in the sphere of education and the media.



More attention will be given to addressing the problems and multiple discrimination faced by women belonging to vulnerable groups and to ensure the full implementation of the existing legal framework safeguarding women's rights.

**Advisory Committee for the Prevention and Combating of Violence in the Family (ACPCVF)**

- One stop shop services for victims of violence

The Advisory Committee for the Prevention and Combating of Violence in the Family (ACPCVF) tried for many years to promote the implementation of one stop services for women victims of violence. Therefore, the ACPCVF 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, 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 proposal was modified by the Department of Social Services and has been included in a state subsidy programme for NGOs for the year 2018-2019.

- Centralised data collection mechanism for domestic violence

The Advisory Committee for the Prevention and Combating of Violence in the Family (ACPCVF) tried for many years to promote a centralized data mechanism. Therefore, (ACPCVF) 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. The issue is still pending.

**ADDITIONAL COMMENTS:**

**Ministry of Justice and Public Order**

At present, the third National Action Plan on Gender Equality 2018-2021 has been drafted, as a project of close collaboration of the government, local authorities, the Commissioner for Gender Equality, women's organisations, NGOs, academic institutions and human rights bodies. The Action Plan will include the following six thematic areas/objectives that will form the key priorities for action over the next three years:

- ✓ Combating all forms of violence against women and gradual implementation of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention).
- ✓ Promoting balanced participation between women and men in decision-making positions in public, political, social and economic life;
- ✓ Modernising/improving the legislative framework;
- ✓ Protecting and empowering vulnerable groups of women;
- ✓ Promoting equality between men and women in employment; and
- ✓ Eliminating gender stereotypes and social prejudices.

<b>DENMARK</b>
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<b>Objective 1.</b>
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<b>Prevent and combat gender stereotypes and sexism</b>
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<b>Legislative Changes</b>
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In December 2017, the Danish Minister of Justice presented an act increasing the punishment for sexual harassment and sexual offences on the internet. The act came into force on 1 March 2018.
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Moreover, the Danish Minister of Justice will present an act that expands the protection against forwarding photographs of naked persons. The act was presented to the Parliament in October 2018.
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<b>Policy Changes</b>
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The Danish Ministry of Employment is evaluating the protocols of the Danish Working Environment Authority to better prevent and address cases of sexual harassment in the work place.
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<b>Other Activities</b>
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Following an initiative to increase the effort against online sexual assault, since February 2017 the police districts (the prosecution) has worked together with the regional public prosecutor to discuss current cases (claims) regarding online sexual assault in order to ensure that the cases cover all relevant provisions and to ensure that the claims reflect the nature and gravity of the crimes committed.
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Furthermore, the attorney general and the regional public prosecutor decided to launch an extended supervision of the proceedings on online sexual assault cases. The supervision was carried out in the first quarter of 2018 and the regional public prosecutor has informed that several of the police districts have followed up by initiating further new initiatives within the districts, e.g. by prioritising online sexual assault cases and trying to bring down the processing time.
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In addition to the supervision mentioned above, the attorney general has informed that the regional public prosecutor will be asked to carry out a second supervision in the second half of 2018 with a specific focus on reducing processing time.
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The Minister of Employment and the Minister of Equal Opportunities have sent out a call to action to managers, companies and public institutions in Denmark, encouraging everyone to revisit company policies on sexual harassment as well as to evaluate the company culture.
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The Minister of Equal Opportunities and the Minister of Culture have jointly addressed the social partners of the theatre and movie industry to come together and initiate measures to combat sexual harassment in the industry. This has led to the drafting of an industry-wide code of conduct.
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The Minister of Equal Opportunities has also partnered with NGO's to develop teaching materials that address the importance of consent and respect for personal boundaries when entering into intimate relationships.
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<b>Target Group</b>
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Victims of sexual harassment and online sexual assault offences.
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**Objective 2.****Prevent and combat violence against women and domestic violence****Legislative Changes**

On 1 July 2016, the penalty for rape was increased by an average of one year due to an act adopted by the Parliament.

In autumn 2017, the Danish Minister of Justice presented another act on rape. The act included a termination of the 72-hour police notice victim compensation deadline, with which a victim of rape or incest usually has to comply in order to apply for victim compensation. Furthermore, the act increased the compensation to victims in all cases of sexual assault offences. The act was adopted and entered into force on 1 January 2018.

In February 2018, the Danish Ministry of Justice presented an act aiming, *inter alia*, at increasing the penalty for certain types of aggravated violence by one-third compared to the previous level. The act entered into force on 1 May 2018.

In April 2018, the Danish Ministry of Justice presented an act aiming at increasing the maximum punishment for repeated cases of domestic violence from three to six years. The act entered into force on 1 July 2018.

The government recently announced that it will introduce a separate section concerning psychological violence in the criminal code and take initiatives to ensure the police and prosecution service proceedings of such cases. Furthermore, the government announced that a ministerial working group will be assigned to identify the extent to which new initiatives are needed in this area.

**Policy Changes**

In 2017, the government allocated DKK 24 million to a package of initiatives with the aim to enhance the protection of children's rights and prevent ill-treatment and violent and sexual abuse of children.

More specifically, the package consists of four initiatives:

1. An initiative to strengthen early detection of and rapid reaction to cases of ill-treatment with a specific focus on young children aged 0-6 years old. The National Board of Social Services carries out the project, which targets nursery teachers, health visitors and other relevant personnel in a number of municipalities. Experiences from the courses will be disseminated to other municipalities afterwards.
2. An initiative to strengthen the inclusion of children in their own social cases in compliance with the principle of children's right to be heard. The project is carried out by the National Board of Social Services in collaboration with the NGO Children's Welfare and is targeted leaders and caseworkers in a number of municipalities.
3. Permanent funding is allocated to ensure longer opening hours for the toll free hotline "the Children's Phone" which is run by the NGO Children's Welfare. Volunteers with relevant educational backgrounds who offer advice for children and young people on all kinds of problems, including cases of abuse, operate the service. The service is open every day all year between 11 am and 2 am. The caller may remain anonymous if s/he wishes and the calls are not registered on phone bills.
4. An initiative to strengthen children's knowledge of their own rights with a particular focus on the right to be protected from abuse. Campaign activities and education sessions will be carried out by the NGO Save the Children Denmark to strengthen the knowledge among school children

about their right to be protected from abuse and ways to receive help if they experience abuse.

Furthermore, the parliament agreed to launch the initiative “Collective effort to end violence in intimate relations” (Samlet indsats mod vold i nære relationer) as part of the Rate Adjustment Pool agreement (Satspuljeaftalen) for 2017-2020.

The initiative has three main focuses:

1. Funding for the NGO Mother's Aid counselling and treatment programmes for victims of domestic violence.
2. Funding for the NGO Dialogue against Violence's treatment programmes for perpetrators of domestic violence.
3. The establishment of a national unit against violence in intimate relations. The purpose of the new national unit, which started operating in 2017, is to establish a collective and inclusive approach to violence in intimate relations. The national unit runs a national hotline and offers counselling to men and women who have been exposed to domestic violence and provides information on the different kinds of violence in intimate relations, including both psychological and physical violence. The national unit against violence has taken the name Live without Violence (Lev uden Vold).

In June 2018, the Danish Ministry of Justice asked the National Police and attorney general to submit a joint report on the investigation and prosecution of rape cases including possible challenges and learning points in this area. The report was presented in mid-September.

#### **Other Activities**

The Danish Government provides permanent funding to a special unit under the National Board of Social Services working on the prevention of abuse of children. The overall purpose of the special unit is to ensure a continuous and context-responsive approach to promote an effective prevention of violence and sexual abuse of children. The unit offers advice and consultative support to municipalities and professionals working with children on how to help prevent and enhance early detection of children exposed to abuse. Among other things, the National Board of Social Services provides a ‘Course Catalogue’ with free courses relevant for professionals working with vulnerable children and families, including courses specifically focusing on early detection of abuse in schools, day care institutions, etc.

Furthermore, the National Board of Social Services is responsible for supporting the operation of the special Children’s Houses in Denmark and to promote an efficient cross-sectorial collaboration between the authorities involved. The purpose of the Children's Houses is to ensure that child victims of abuse receive coordinated and professional help from social services, police, therapeutic services and health services in a child friendly environment.

In 2018, the National Board of Social Services will carry out an analysis of the strengths and needs in the municipalities regarding detection and handling of cases of abuse. Based on the results from the analysis the National Board of Social Services will choose its strategic focus for activities to be carried out in 2019.

Furthermore, the Danish Minister of Justice has recently taken steps to appoint a panel of experts within the area of sexual assault and abuse in order to gain further knowledge and recommendations within the area. The panel is expected to provide its first recommendations in the late fall of 2018.

The National Action Plan against Violence in the Family and in Intimate Relations (2014) is being implemented until the beginning of 2019. The initiatives fall within four main areas:

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

The government is currently negotiating a new action plan from 2019-2022.

#### **Target Group**

Victims of IPV as well as rape, assault and other sexual offences.

### **Objective 3.**

#### **Ensure the equal access of women to justice**

##### **Legislative Changes**

As mentioned under Objective 2 the Danish Minister of Justice presented in the fall of 2017 an act which terminated the 72-hour police notice victim compensation deadline, with which a victim of rape or incest usually has to comply in order to apply for victim compensation. The act was adopted and entered into force on 1 January 2018.

##### **Other Activities**

It remains a strong focus point for the Danish Minister of Justice to continuously improve the conditions for victims of rape and victims of other sexual assault offences. Therefore, as mentioned under Objective 2, the Danish Minister of Justice has recently taken steps to appoint a panel of experts within the area of sexual assault. Amongst other things, the panel is expected to provide the minister with recommendations on how to improve the physical settings when reporting a sexual assault to the police in order to try to accommodate any certain wishes or requests from the victims in the regard. The panel is expected to provide its first recommendations in late autumn 2018.

#### **Target Group**

Victims of rape, assault and other sexual offences.

### **Objective 4.**

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

##### **Other Activities**

An act from 2013 obliges both private and public sector companies to set a target figure for the proportion of the underrepresented gender in the supreme management body (board of directors or the like) and the largest companies must have a policy for increasing the proportion of the underrepresented gender at the management levels of the companies in general. Companies must report on the status of fulfilment of the target set out in the annual report, including, if relevant, why the company failed to achieve the target set. Moreover, companies must present the policy in the annual report, how the policy is implemented and what has been achieved. In December 2017, an evaluation of the legislation regarding the obligations of public sector companies was published. It concluded that the gender distribution in public management was close to balanced and that there had been a slight increase in the distribution of women from 2012 to 2016. 51% of public institutions had gender balance on their board in 2016 compared to 47% in 2013. 85% of the public institutions with unequal distributions complied with the legislation by setting a target figure for the proportion of the underrepresented gender.

The government has made further initiatives to accelerate progress further:

- Inspiration materials sharing good practices on promoting balanced participation of women and men in management.
- The government is working with the recruitment industry on a set of new guidelines on promoting balanced participation of women and men in management and boards in recruitment.
- Research into possibilities of benchmarking or ranking private companies by their success in promoting balanced participation of women and men in management and boards.

**Target Group**

Private and public sector companies

**Objective 5.**

**Protect the rights of migrant, refugee and asylum-seeking women and girls**

**Other Activities**

The Minister for Equal Opportunities will run a campaign in 2018-2020 to raise awareness on women's rights and promote gender equality among migrants, refugees and ethnic minorities. Municipalities, language schools and NGO's can acquire free teaching modules on themes such as gender equality in the labour market, in public and in families. Teaching materials include a number of films and a booklet with facts about women's rights and gender equality. Information and course materials are available in six languages at <http://ret-til-ligestilling.dk/en/>. The long term goal is that the project will be made permanent in the municipalities.

**Target Group**

Migrants, refugees and ethnic minorities.

**Objective 6.**

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

**Other Activities**

Public authorities are obliged to mainstream gender issues, which means that they shall aim for gender equality within their area of work and incorporate issues of gender equality in all planning and decision making. All public authorities are obliged to report to the minister on their efforts towards gender equality and on gender mainstreaming every second year. The latest gender mainstreaming report was published in August 2018 and shows a slow but consistent progress towards gender balance in all levels of public management.

The Department of Gender Equality is continuously reviewing the government's legislative proposals for gender mainstreaming purposes. As a part of this process, the Department of Gender Equality is hosting an inter-ministerial meeting on gender mainstreaming in legislation.

<b>ESTONIA</b>
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<b>Objective 1.</b>
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<b>Prevent and combat gender stereotypes and sexism</b>
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<b>Legislative Changes</b>
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<p>Estonian maternity leave as well as parental leave is very generous by its duration as well as the benefit rate. However, the main criticism has been that the system is rather inflexible and also due to the high uptake of parental leave by women, women face longer career breaks, which also influences their career and income perspective negatively (compared to men). Thus the Estonian parental leave and benefit system is in a state of flux. The changes will be implemented gradually and the aim is to encourage more fathers to share care responsibilities and also provide better options for work and family life reconciliation.</p>
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<p>The first changes in the Family Benefits Act were accepted by the Parliament of Estonia in December 2017. According to the new system, all fathers will have an individual right to paternity leave and benefits for 30 days. Also several new work-life balance measures will be established – for example the parents may earn parental benefits as well as income and the parental benefit will be reduced only when the monthly income exceeds 1.5 times of the average Estonian salary. Also 19 months of parental benefit and leave can be used in one part or in several parts at any time until the child turns 3 years old. The changes will be established gradually in the years 2018-2020.</p>
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<p>The second part of the amendments of the Family Benefits Act is in the process of a second reading in the Parliament of Estonia and will most probably be accepted by the end of 2018. The changes will provide even more flexible forms to combine work life and parental leave. For example the maternity leave period will be shortened from 140 days to 60-100 days (depending on how the mother wishes to use the period) and the parents will have a longer period of shareable parental leave and benefit. Two months of the parental leave and benefit can be shared by parents and used together. Also according to the law amendments parents may stop and re-start receiving the benefit daily until the child turns three years old. This enables both parents to share the care responsibility and also work part time. The intended outcome of the changes is that the career breaks of mothers will shorten and along with more flexible options for work and family life reconciliation, the uptake of parental leave by fathers, would increase. The second part of the amendments will take effect on 1 April 2022.</p>
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<p>One of the key measures to decrease the gender pay gap and enhance institutional arrangements in the coming years is through amendments to the Gender Equality Act. The amendments will provide the Labour Inspectorate with the right to exercise state supervision over implementation of the requirement of equal pay for women and men and the right to precept employers to conduct equal pay audits if the Labour Inspectorate suspects that their activities may be discriminatory in the public sector. In order to keep the administrative burden as low as possible, an IT tool will be developed. The tool will use data that the employers already provide to the state. Additionally, guidelines will be developed to provide know-how for labour inspectors and employers on evaluation and comparison of jobs. The IT tool and relevant guidelines will also be available for use for all the employers in the private sector as well. The amendments had a first reading at parliament on 26 September 2018.</p>
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<b>Other Activities</b>
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<p>Equal Pay Day is celebrated annually each Spring with different activities around the country. The activities include awareness-raising events in regional centres, as well as public broadcasted debate on the issue with different stakeholders. In 2018, Equal Pay Day was celebrated on 2 April. The</p>
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activities are funded by the Ministry of Social Affairs and carried out by NGOs.

In December 2017, Estonia held a wide scale campaign to promote more fathers to take use of the fathers' leave and parental leave. One of the aims was to also support the Legislative Changes around the parental leave system. The campaign was called "Let's Grow Together" and was very successful, among other things winning the best campaign award in the public sector. The video clips can be found here: <https://www.youtube.com/watch?v=s0FZQW9CZ04&list=PLN7QBWEgh1twpG7oOwfkUyrrefOug8qWq> and the webpage for the campaign here: <https://papsigakodus.ee/>

The gender pay gap is one of the most crucial issues in the area of gender equality in Estonia. What is peculiar about the Estonian gender pay gap is that features such as segregation, education, work experience or any other factor that we have data on only explain 15% of the pay gap, leaving a grey area of 85%. Therefore, Estonia will carry out an in-depth analysis to increase the amount of explainable gender pay gap. More precise data is needed about the problem to sufficiently address it. The analysis consists of several work-packages: the researchers will link together different existing databases and registers; add qualitative analysis and use simulation and prognosis models to design evidence-based policy scenarios. As a result, Estonia will have more data on gender pay gap and a smaller proportion of the unexplainable pay gap. The results will be used in policy making as well as in awareness-raising activities. To put the results to use also among the Target Group, digital dashboards and apps will be developed that can be used by the employees as well as employers. The digital solutions will give an overview of the pay levels and gender pay gap in an economic field or position-level. As the studies show, women often enter the pay negotiation process with a lower pay expectation than men. The digital solutions can have an empowering effect for women, providing information about the average pay level and pay gap in a certain field or position level. The project was launched June 2018 and it will last for three years, ending in 2021. The first preliminary results will be available in Summer 2019.

Estonia has a high horizontal segregation and that is also reflected in the ICT field, where only 29% of the workers are women. This is being enforced by the educational system as 71% of the students who were accepted to the university to study ICT in 2017 were men. However, the state has been increasing the efforts to increase the percentage of women in ICT. There have been campaigns inviting women to study ICT (the Ministry of Economic Affairs and Communications started the campaign "ICT is everywhere" directed primarily at girls and young women to inspire them to study IT-related fields). The clips inviting youngsters to study IT have been gender-sensitised (<https://startit.ee/karjaar-it-alal>).

Estonia will also develop a Virtual Competence Centre of Gender Equality funded by Norway Grants. The project will support the establishment of a central Estonian competence centre raising awareness on all aspects connected to gender equality and make it available also in Russian language. Project activities shall include: creating one horizontal online interactive gender equality database for Estonia, creating and offering online training courses, carrying out a representative survey on attitudes towards gender equality in Estonia and publishing high-quality discussion articles based on the data from the survey.

## **Objective 2.**

### **Prevent and combat violence against women and domestic violence**

#### **Other Activities**

Starting from December 2017, important developments have been piloted in Estonia regarding prevention of and fight against domestic violence. First in the Pärnu area and from there spreading step by step all over Estonia, police, prosecutors, women's shelters and national victim support

officials are co-operating to enable immediate response to each emergency call made by victims of domestic violence. Calls to the victim support official will be made at the crime scene together with the police and victims are provided with immediate crisis counselling. Perpetrators are removed from their homes if necessary and provided counselling as well. Restraining orders are given more promptly. We already see a rise in criminal investigations, as police treats cases even more seriously than before, and victims are willing to co-operate better since they have more faith in the state.

In addition, services for victims of sexual abuse/rape are being co-ordinated by the Social Insurance Board in co-operation with hospitals, police, NGOs etc. In 2017, preparations have been made to organise immediate trauma support by trained specialists and collection of biological evidence in four hospitals in Estonia starting from January 2018.

**Target Group**

Victims of the violence, police, prosecutors, women's shelters, national victim support officials, perpetrators.

**Objective 6.**

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

**Other Activities**

Analysing and advising ministries to mainstream gender into their strategic development plans where accurate (ongoing). This includes written inputs as well as meetings with policy makers. Raising gender-awareness of high-level decision makers (secretaries general) with a purpose of increasing the number of women in leading positions in the public sector (January 2018). Organising training for (high-level) policy makers in gender equality and gender mainstreaming (November-December 2017). Facilitating the work of the Gender Equality Council who advises the government in gender equality issues, *inter alia* addressing responsible ministries with proposals on concrete gender equality issues (ongoing and has proven to have a positive impact).

**Target Group**

All ministries and policy makers at different levels

**MAIN CHALLENGES:**

The main challenges have been the lack of sufficient gender awareness of policy makers on the one hand, and on the other hand, the lack of a pressing demand for gender mainstreaming from a higher level. This devotion from the higher level is very important but difficult to achieve. The Equality Policies Department in the Ministry of Social Affairs organises annual gender mainstreaming training and though there is a great need for such training, however it is a challenge to fill the places. Therefore, the main challenge is educating top-level decision makers in gender equality issues and convincing them of the need for gender mainstreaming.



<b>FINLAND</b>
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<b>Objective 1.</b>
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<b>Prevent and combat gender stereotypes and sexism</b>
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<b>Other Activities</b>
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**1.** The “It’s Daddy Time!” media campaign was launched in November 2017. The objective was 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 campaign web page is still operating: <http://www.isäaika.fi/en/stories.html>. The media campaign was coordinated by the Ministry of Social Affairs and Health. The campaign was part of the project Visible Fathers (2016-2018), co-financed by EU Rights, Equality and Citizenship Programme. Project’s web page: <https://www.thl.fi/en/web/thlfi-en/research-and-expertwork/projects-and-programmes/visible-fathers>.

**2. Gender Equality Barometer 2017**

The sixth Gender Equality Barometer was published. It provides information on opinions, attitudes and experiences related to gender equality in various areas of life. The barometer enables monitoring the development of gender equality in different sectors of Finnish society 1997-2017. The results show that a slow change has taken place in attitudes towards gender equality over the past 20 years. Women and men are believed to be a bit more equal with one another than previously. Men felt more often than women that gender equality had already been achieved. The majority of women, in turn, felt that men are in a more privileged position in society compared to women. The barometer’s results indicate that there are also other problems with equality, for example: women especially continue to face sexual harassment and inappropriate behaviour, women experience gender-related disadvantages in working life more often than men and people working in private sector workplaces assessed that taking family leave is more difficult for men than women. Publication is forthcoming on the internet in English before the end of 2018 (Google “Gender Equality Barometer 2017”).

<b>Objective 6.</b>
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<b>Achieve gender mainstreaming in all policies and measures</b>
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<b>Other Activities</b>
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The government budget and other processes and decisions related to public financial management, have gendered impacts. The budget can either promote gender equality or increase gender disparities. A research project “Gender Equality in the Government Budget” has been carried out. The project identified best practices in gender impact assessment of the budget and in gender budgeting in other countries, developed methods to assess the gender impacts of the budget and assessed the gender impacts of Prime Minister Juha Sipilä’s government’s policies, and made recommendations concerning the integration of gender impact assessments and other gender budgeting tools and practices in budgetary process in Finnish government administration. The project developed methods to assess the gendered impacts of changes in taxation and social benefits and changes in public services, as well as methods to assess employment impacts of policies from a gender perspective. The methods are based on gender equality research, economic research and micro-simulation. In addition to gender, the methods and the conducted assessments consider other demographic differences, such as age, income and family type.

The project made five recommendations for the Finnish model for gender budgeting and gender impact assessments of the budget: 1) introduce the concept of gender budgeting in Finnish state administration; 2) connect gender budgeting to national and sectoral gender equality objectives; 3)



extend gender impact assessments from government bill proposals to the broad budgetary process; 4) report systematically on the gender equality impacts of the budget; and 5) support gender budgeting politically and in government administration.

Title of publication “Gender equality in the government budget – gender impact assessment of the budget and gender budgeting” (publications of the government’s analysis, assessment and research activities 52/2018; Language: Finnish).

**Target Group**

Civil servants, politicians

**ADDITIONAL COMMENTS**

Even though Finland has had the tripartite Equal Pay Programme since 2006, the average pay gap is still more than 16%. A report on pay openness, commissioned by the Minister of Family Affairs and Social Services Annika Saarikko, was published in autumn 2018. The main conclusion of the report was that the individual employee’s right of access to pay data should be improved. Data is needed in order that an employee can find out about any pay discrimination and seek legal protection. Minister Saarikko has decided to invite a tripartite working group to draft a proposal on legislative amendments required to strengthen pay openness. [Report on pay openness \(Reports and Memorandums of the Ministry of Social Affairs and Health 41/2018\)](#) (in Finnish).

## FRANCE

**Objective 1.****Prevent and combat gender stereotypes and sexism****1. Gender-based violence****1.1 A new impetus was given on 25 November 2017 by the President of the Republic**

The fight against gender-based and sexual violence is one of the themes of the major five-year cause for equality between women and men. The national road map dedicated to gender-based and sexual violence, which engages the whole government, now relies, in addition to the structuring actions included in the 5th plan, on the 25 measures announced by the President of the Republic on 25 November 2017. (for example, the first psycho-trauma counselling centres set up at the end of 2018, an online reporting platform on sexual and gender-based violence) and the 11 on-the-spot measures by the interministerial committee for equality between women and men of 8 March 2018 (for example, creation of a listening and support centre open to victims and witnesses of sexual and sexual violence in each university, some 30 institutions have already set these up).

**1.2 Law No. 2018-703 of 3 August 2018 reinforcing the fight against sexual and gender-based violence**

A legislative and regulatory framework strengthening the protection of victims and the punishment of the perpetrators of violence: several successive laws, including recently the Law No. 2018-703 of 3 August 2018 reinforcing the fight against sexual and gender-based violence (including the creation of new offences: contravention of sexist contempt, crime of voyeurism, administration of substances for the purpose of committing rape or sexual assault).

**1.3 Establishment of psycho-traumatism management systems**

The aim is to promote the early and comprehensive care of victims of violence, taking into account the psychological and somatic dimension of the disorders, consequences of the violence suffered (cf. Instruction No. DGOS/R4/2018/150 of 19 June 2018 relating to the national call for projects for the identification of global psycho traumatism management devices. A national envelope is provided of 4 million euros in a full year.

**1.4 Facilitate the identification and fight against gender-based and sexual violence**

A platform has been launched for reporting sexual and sexual violence which is also available for witnesses which allows for contacting trained police officers to provide the victims with the best possible guidance.

**1.5 New national communication campaign**

Called "Reaction can change everything" and launched on September of 2018, the new government campaign to fight against sexual and sexual violence makes the choice to speak to witnesses of violence who can play a vital role. Sexual harassment in schools, harassment at work, aggression in transport or domestic violence, the four spots illustrate the diversity of violence suffered. In each of these situations, the witness plays a central role, either by defusing a dangerous situation, expressing support for the victim, or inviting him to confide in, lodge a complaint.

**2. Professional equality : Law No. 2018-771 of 5 September 2018 for the freedom to choose one's professional future**

45 years after the law for professional equality, the pay gap between women and men is about 9% in equal work and 25% over the entire career.

Companies will have three years to comply with equal pay. For this, a common measuring instrument will be put in place. The companies will have to dedicate an envelope to the salary catch-up and a control will be carried out, with sanctions if this device is not respected after the three years envisaged. Part-time employees, 80% of whom are women, will have the same rights to training as full-time employees. To fight against sexual and sexual violence, a referent, elected staff, will be designated at the Social and Economic Committee (SEC) of all companies, and a human resources referent will be appointed in companies with 250 or more employees.

Labour inspectors and occupational health professionals will be systematically trained to prevent situations of violence, provide an adequate response and assist victims

### **2.1 Overcoming wage gaps: forcing non-compliant firms to close pay gaps between women and men**

Require non-compliant companies to devote a significant part of the wage increase envelope to resolving deviations within three years (draft law for the freedom to choose one's professional future, promulgated on 5 September). In case of persistent non-compliance in 2022, the sanction decided by the labour inspectorate will no longer be only on the obligation of means as today, but also on the obligation of result. The inspections of the labour inspectorate will be multiplied by four.

### **2.2 Break the glass ceiling: guarantee the same rights to training**

The aim is to give all part-time employees the same rights to their personal training account as full-time employees. Women now account for 80% of part-time employees: they will therefore be the first beneficiaries of these new rights.

### **2.3 Fight against sexist and sexual violence at work**

Organisation of an interministerial meeting chaired by the Prime Minister in March in order to:

- prevent violence: training actions for the actors concerned (labour inspectorate, occupational medicine, staff representatives, labour councillors),
- improve the identification and care of victims (prevention role at RJIC (Regional Joint Interprofessional Committee) and branches, transmit contact contacts to turn to, referents among elected staff, occupational health, human resources),
- better punish the attackers, so as not to leave any violence, no victim unanswered (punish the guilty; the territorial directions will have a guiding role).

## **3. Education to gender equality**

### **3.1 Parent awareness campaign on children's exposure to pornography and the detection of signs of cyber-harassment**

Creation of a "parents' kit" including cards and resources related to the reasoned use of digital tools and the fight against pornography and cyber-harassment. These elements will be used as support for the organisation of the re-entry meetings with the parents.

### **3.2 Acting with the educational community**

Establishment of gender equality referents in each school to spread the culture of equality (September 2018).

<b>GERMANY</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Other Activities****1. “Monitoring project on sexist advertising in Germany” by Pinkstinks**

The project serves to map the persistence and prevalence of sexist advertising and includes measures to take down sexist advertising in the media (ads or video clips, print and online).

Citizens can help report sexist advertising by taking pictures, for instance using their smartphone, and sharing them with Pinkstinks via a web form, with references to the source of the ad and the reason for the complaint, see [www.werbemelder.in](http://www.werbemelder.in). Pinkstinks checks the complaint and posts it on a map on their homepage. This map also shows where and by whom the advertisements were published and also:

- if Pinkstinks finds that the advertising is sexist,
- if a consultation will be held or the local press or the equal opportunities officer is/will be involved,
- if the company has pulled in the advertisement.

The monitoring project is an effort to make sexism in advertising visible, monitor it in a data base and reduce the number of it by various sensitisation and education modules.

Pinkstinks aims at being able to respond quickly and effectively to exclusionary and discriminatory advertising. The project also includes the following:

- development of educational resources, e.g. to sensitise local advertising agencies in how to address sexist advertising;
- campaigns and educational materials for schools and advertising agencies to explain why sexism is a problem;
- newsletters and blog entries on social networks like Facebook.

Pinkstinks e.V. is a Hamburg-based NGO that campaigns against sexism and gender-based marketing. [www.pinkstinks.de](http://www.pinkstinks.de)

The monitoring project has received support from the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) from 2017 – 2019.

**2. Pro Quota Film (Pro Quote Film)/contact point for professionals affected by sexual harassment**

In January 2018, female media professionals from nine different media branches teamed up to form a new initiative called "Pro Quote Film" to stand up for gender equality in the German film and TV business. According to the initiative's founding appeal, women are underrepresented not only in directing, but also in all of the other creative key positions.

**Pro Quote Film is funded by the BMFSFJ.**

Furthermore, more than 12 professional and industry associations of the movie and television sector - among them Pro Quote Film – are going to set up the first industry-wide contact point for persons affected by sexual harassment, violence and discrimination. Support comes from the Commissioner for Culture and the Media (see: [www.proquote-film.de](http://www.proquote-film.de)).

### **Pro Quota Media (Pro Quote Medien)**

Pro Quota Media (PQM) is a group of female German journalists and media professionals, founded in 2012, that aims to bring the percentage of women in German media boardrooms up to 50%; PQM also campaigns against any sexist representation of women in the media and for balanced reporting by women for women (<http://www.pro-quote.de/>). The BMFSFJ has been supporting PQM in implementing the following measures:

- Gender monitoring on the percentage of women in media companies, mainly daily newspapers, political journals and TV editorial departments of the various news programmes.
- Establishment of a Pro Quote-crisis telephone to provide support in facing up to superiors, in interviews, etc.
- Expert/network meeting in Berlin on 23 November 2018.

## **Objective 2.**

### **Prevent and combat violence against women and domestic violence**

#### **Legislative Changes**

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

On 12 October 2017, Germany deposited the instrument of ratification with the Council of Europe. The Convention of the Council of Europe on Preventing and Combating Violence against Women and Domestic Violence entered into force for Germany on 1 February 2018.

#### **Other Activities**

#### **1. Overview of planned measures**

The protection of women against violence is to be promoted in a sustainable way during the 19th legislative period (September 2017 – 2021) with the help of a co-ordinated policy at the federal level.

To this end, in line with the commitments of the Istanbul Convention, the Federal Government plans the drafting of a comprehensive overall strategy by the Federal Government to better prevent and combat violence against women, into which, inter alia, the measures mentioned in the coalition agreement and further measures are to be integrated.

Moreover, a Round Table meeting of the Federal Government, the Länder and the municipalities will be convened. The objective of the deliberations will be, inter alia, the needs-based expansion and the provision of adequate financial coverage for the work done by women's refugees and the corresponding outpatient assistance and support measures. Preparations have been ongoing.

#### **2. Act on Regulating the Business of Prostitution and Protecting Persons Working in Prostitution**

The Federal Government and the *Länder* face the task of implementing this new legal provision and of putting the legal possibilities into practice. The *Länder*, cities and municipalities also face the challenge of adapting both their structures and their expertise at all levels in line with this legislative change. In addition to support the implementation process the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and the *Länder* established a Federal Government-Länder Working Group (BLA-ProstSchG).

The statistics regulation (ProstStatV) is the legal basis for setting up the federal statistics to provide valid data on the number of registered prostitutes and brothels for the first time. An intermediate

implementation report is foreseen after two years on the basis of available statistical data. A review of the Act on Regulating the Business of Prostitution and Protecting Persons Working in Prostitution after a period of five years from the time it enters into force is prescribed by law and will thus begin in 2022.

### **3. Evaluation of crime statistics on violence in partner relationships 2016**

On 24 November 2017, the Federal Criminal Police Office (BKA) issued and published, for the second time, the "Criminal Statistics Situation Report on violence in partner relationships" (2016) 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 partner relationships as reported to the police ("Hellfeld").

### **4. 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 started in 2017 and is being provided with scientific support. 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 Istanbul Convention.

### **5. Violations of the International Criminal Code**

Since September 2011 (ongoing in the reporting period), the Federal Prosecutor General has been investigating a case against unknown criminals on suspicion of violating the International Criminal Code in connection with the civil war in Syria. The case also covers offences against sexual self-determination in connection with the armed conflict. In addition to the preservation of evidence, the aim of the investigation is that required criminal procedural executive measures can be initiated in a timely manner when persons who are suspected of committing crimes under the Code of Crimes Against International Law enter the Federal Republic of Germany. In addition, evidence is secured for third states and international criminal jurisdiction in the event of future prosecution.

Also, since 1 August 2014, the Federal Prosecutor General has been conducting a structural investigation against unknown members of the Islamic State on suspicion of committing genocide, crimes against humanity and war crimes. One focus of this investigation is on the attacks of the "Islamic State" on the members of the Yazidi religious community in the Sinjar region in northern Iraq from 3 August 2014 and in particular on sexual violence against Yazidi women and girls. The

victims were enslaved under inhumane conditions, raped and "forcibly married". As part of the project of Baden-Württemberg called "Special contingent for particularly traumatised persons from northern Iraq" between April 2015 and January 2016 about 1100 Yazidis - mainly women and children – were allowed to move to the Federal Republic. As far as they are willing and capable to do so, they are heard as witnesses to the crimes committed against them in Iraq and Syria. There is a pleasing and not self-evident willingness to deliver testimonial of the affected persons, some of them report the worst torments, in particular of a sexual nature. So far, more than 70 Yazidis have been heard as witnesses. Legally, these cases include the initial suspicion of genocide, crimes against humanity and war crimes. In December 2016, at the request of the Federal Prosecutor General, the investigating judge of the Federal Court of Justice issued an arrest warrant for genocide, crimes against humanity and war crimes against persons by attacking Yazidi women and children. An international arrest warrant was issued against the accused person. In the preliminary proceedings working experienced prosecutors who are all trained for the tasks in international criminal law, including sexual offences. The same applies to the police investigators from the central office for combating war crimes and other crimes under the Code of Crimes Against International Law in the BKA.

The findings of the structural proceedings have in the past led to the initiation of numerous personal investigations. The Federal Prosecutor General has already made numerous accusations of membership of a terrorist organisation abroad (including ISIS) and of war crimes related to the civil war in Syria and Iraq. Corresponding convictions have taken place.

#### **Target Group**

Diverse

#### **Objective 4.**

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

#### **Legislative Changes**

In May 2015 the Act on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector entered into force. The law consists of three different sectors:

1. A gender quota for women of 30% at supervisory boards of stock-listed and fully co-determined enterprises. There is an obligation for enterprises which are stock-listed or co-determined to set targets for the percentage of female staff members. These apply to the supervisory board, the executive board and the two top management levels.
  2. The Federal Administration has to provide up to three deputies to the equal opportunities officer in large agencies and to introduce an annual gender equality index and a gender equality statistics according to the Federal Act on Gender Equality.
  3. The new version of the Federal Act on Appointment to Bodies states that , in case of supervisory bodies , where the Federation can appoint at least three members, a gender quota of 30% has to be met within the nomination of the Federation's members from 2016, 50% from 2018. In key bodies, where the Federation can appoint at least three members, the quota of 50 % must be met.
- Act on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector will be evaluated in 2018 and 2019.
  - Monitoring reports are required by this Act:
    - Annual reports on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector (the third annual report will be published in November 2018).



- Report on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector in 2017.
- Gender Equality Statistics (every two years, latest version was published in 2015) and annual Gender Equality Index (latest version published in January 2018).
- Evaluation of the Act on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector in 2018 (results to be published in 2019).

#### Other Activities

- Workshop with stock-listed companies in March 2018 to promote the application of the act in the private sector.
- Interactive Database on the website of the Ministry for Family, Senior Citizens, Women and Youth (<https://www.bmfsfj.de/quote>), which illustrates the proportion of women in stock-listed companies and was expanded to the Federal Administration in 2018. This database is updated regularly.

#### Target Group

- Public and private sector employees, especially female employees, and employers
- Civil society

#### Other Activities

Since 1 March 2018, the German Federal Government has made available funding for the project "Politische Interessenvertretung behinderter Frauen im Weibernetz e.V." (political lobby group of disabled women within the association Weibernetz e.V.) for another three years. Weibernetz e.V. is the only lobby group and self-organisation at the federal level in Germany by and for women with disabilities. Objectives of this project are: to strengthen equal opportunities, to localise and combat multi-dimensional discrimination; to strengthen the protection of disabled women against violence; to promote the concept of Commissioners for Women's Affairs in facilities at the international level as well as to establish political contacts.

#### Target Group

Women with disabilities.

#### Objective 5.

##### Protect the rights of migrant, refugee and asylum-seeking women and girls

The **model project "Fachdialognetz für schwangere, geflüchtete Frauen"** ("Expert dialogue for pregnant refugees") is aimed at multidisciplinary professionals, volunteer initiatives and migrant organisations which provide various forms of support and assistance for pregnant refugees.

The German Federal Family Planning Association (pro familia Bundesverband e. V.) has established expert information and networking points in eight cities (Berlin, Bremen, Erfurt, Giessen, Hamburg, Karlsruhe, Leipzig, Mainz) to foster a mutual exchange of experts. Their work on the ground focuses on compiling and systematising offers of assistance, providing information to experts with the help of a knowledge and networking platform and co-ordinating networking meetings. Through the expert dialogue, offers for pregnant refugees can be improved and made available more quickly to those affected.

The three-year project with funding from the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth was launched in November 2016. Further information can be found at [www.fachdialognetz.de](http://www.fachdialognetz.de) (in English: <https://www.fachdialognetz.de/ueber-das-projekt/english/>).

The model project "Schwangerschaft und Flucht" ("Pregnancy and Flight") by the federal association

donum vitae Bundesverband e.V., provides low-threshold access to counselling and support for pregnant refugees in Germany. Outreach pregnancy counselling in initial reception and refugee accommodation centres is at the heart of this project. Within the framework of the project, information on all issues relating to pregnancy and birth as well as on options of financial support is provided in one-on-one conversations and in group conversations. Furthermore, psychosocial counselling is also provided. During their work on the ground, counsellors make use of the respective offers on the ground.

The donum vitae Bundesverband e. V. which has counselling centres at more than 200 locations, is a federal association which is active in the field of general counselling for pregnant women and for pregnant women in conflict situations. It runs the model project at almost 30 locations. Culture-sensitive outreach, low-threshold access to counselling as well as networking and co-operation with experts on the ground are part and parcel of the successful implementation of the project.

The model project funded by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth was launched in May 2016. Further information is available at the new Website of the project, which was launched in March 2018: [www.schwangerschaft-und-flucht.de](http://www.schwangerschaft-und-flucht.de) (in English: <http://multilanguage.donumvitae.org/en/counselling/>), where you find information over Germany's free and independent pregnancy counselling service.

## **Other Activities**

### **Concept for the protection and integration of refugee women and their children**

A gender equality concept is designed to assist *Länder* and municipalities with the protection and integration of female refugees and (their) children in particular. The concept, which is undergoing dynamic development, encompasses measures in the four main focal areas: protection from violence and assistance in refugee accommodation; information, counselling and support for refugees; protection for pregnant refugees; integration and establishment of an independent livelihood.

### **Federal Initiative for the Protection of Refugees and Migrants in Refugee Accommodation Centres in Germany**

Throughout Germany, with funding from the BMFSFJ, up to 100 positions of protection co-ordinators in refugee accommodation centres are being funded until the end of 2018. Together with the management of the accommodation centres and with the help of a training course developed by UNICEF for that purpose, the protection co-ordinators draft specific concepts on the basis of the minimum standards for the protection of refugees and migrants in refugee accommodation centres and implement them in the accommodation centres.

The federal initiative for the protection of refugees and migrants in refugee accommodation centres, established under the joint lead responsibility of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and UNICEF, revised and republished the minimum standards with the support of 30 organisations and associations as well as 138 residents of refugee accommodation centres, in 2017:

(<https://www.bmfsfj.de/blob/121372/ab3a1f0c235a55d3b37c81d71f08c267/minimum-standards-for-the-protection-of-refugees-and-migrants-in-refugee-accommodation-centres-data.pdf>).

What is new is information and advice being provided on refugees and migrants with disabilities and on the group of refugee and migrant lesbian, gay, bisexual, trans, intersex and queer persons.

**DaMigra**

BMFSJ and BAMF have supported the development of the umbrella organisation of migrant women organisations, DaMigra, which was founded in 2014. Meanwhile, the origin-independent and women-specific umbrella organisation has over 70 member organisations. The umbrella organisation aims at promoting the legal, political and social equality of migrants and refugee women as well as creating a representation of interests at the federal level. Similarly, DaMigra is committed to combating racism, sexism and social inequality. In the current BMFSJ and BAMF funded project "Migrants and Refugees" (2016 to 2019), one focus is on empowering refugee women. The still young umbrella organisation has developed very well, works actively nationwide and is represented in many committees at the federal level.

**Target Group**

Migrants and refugees.

**MAIN CHALLENGES:**

The Second Report on Gender Equality was resolved by the Federal Government at 21 June 2017. The obstacles for gender equality in Germany and possible measures to overcome them are shown in this report. A governance process to realise these measures in a concerted action plan as the coalition agreement stated is now to be set up.

<b>GREECE</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Other Activities**

The issue of gender mainstreaming in journalism and the mass media has been emphatically incorporated into the National Action Plan for Gender Equality (NAPGE) for the period 2016-2020 through further development of synergies among competent stakeholders from the public and the private sector. On the one hand, it is underlined that the General Secretariat for Information and 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 and 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>).

On the other hand, the General Secretariat for Gender Equality (GSGE), through its competent department, continues to spot, protest and issue press releases in cases of sexist incidents against women in public life.

**Target Group**

General public and civil servants related to mass-media and journalism.

On 29-30 June 2018, the GSGE organised for the first time a very successful two-day festival dedicated to gender equality. In an effort to inform and raise awareness of the greatest audience possible, especially young women and men, the festival included various events, open discussions and debates on sexual harassment and gender equality issues, exhibitions, information material on the work of the GSGE, theatrical and musical presentations, and fairy tale events for kids. The entrance to the festival events was free for everyone and the GSGE committed to establishing such events on combating gender stereotypes and achieving substantive gender equality.

**Target Group**

General public

**Other Activities**

The "Observatory on Gender Equality", set up in the GSGE, continues its operation as a mechanism to support public administration and local authorities 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 12 critical areas of concern of the Beijing Platform for Action (BPfA), among which, "Women and the Media" is included.

The GSGE's Observatory has an online portal "[paratiritirio.isotita.gr](http://paratiritirio.isotita.gr)" designed to include, analyse, process and diffuse statistical data and indicators on gender equality policies. E-bulletins on areas like women in power and decision making, women in education and women entrepreneurship are available in English at the following link [http://paratiritirio.isotita.gr/genqua\\_portal/en/index](http://paratiritirio.isotita.gr/genqua_portal/en/index)

**Target Group**

Public authorities and competent stakeholders, general public.

**Other Activities**

Students visit regularly - and in co-operation with the Ministry of Education, Research and Religious Affairs - the premises of the GSGE and are briefed by its staff on issues related to the concept of gender equality, such as gender-balanced participation in decision making, gender-based violence, discrimination in the workplace and gender-based health, among others.

From November 2017 to May 2018, the GSGE has participated for the second school year in a row in the so-called “Educational Thematic Week: Body and Identity” with presentations on gender equality and ways to combat stereotypes in secondary public schools. The concept and the basic organisation of the thematic week is under the responsibility of the Institute of Educational Policy of the Ministry of Education and the GSGE officers involved had the opportunity to present the main GSGE policy initiatives, get in touch with the students, and raise their awareness on gender stereotypes in all aspects of everyday life.

**Target Group**

Students of secondary education.

**Objective 2.****Prevent and combat violence against women and domestic violence****Other Activities**

The GSGE has been 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. The National Programme on Preventing and Combating Violence against Women 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 counselling as well as counselling 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. The 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 programmes.

The public awareness campaign included relevant seminars, a thematic conference, informational material in several languages (Albanian, English, French and Greek), TV and radio spots, cultural events, publicity on public transport, entries in the Press, a webpage ([www.womensos.gr](http://www.womensos.gr)) and a Facebook page, as well as banners in web pages. Four TV spots on sexual harassment in public places were created and presented in the context of the celebration of the World Day against Violence against Women (25 November 2017). 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 described programme will continue to operate. Counselling services have been expanded to provide labour counselling as well.

#### **Target Group**

The target group of all services has also been expanded to include apart from women victims of gender-based violence, women victims of multiple discrimination (refugees, single parents, Roma, etc.) as well. General public (awareness raising).

#### **Legislative Changes**

Greece ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) with the Law 4351/2018. The Convention underlines the obligation of the state to fully address gender-based violence in all its forms and to take measures to prevent violence against women, protect its victims and prosecute the perpetrators. The Istanbul Convention also emphasises the prevention of gender-based violence through specialised education and awareness-raising programmes; specialised measures are envisaged:

- to protect women victims of violence in order to prevent their secondary victimisation,
- to protect children witnesses of abuse,
- to facilitate access for victims of gender violence to legal compensation, and
- to establish a mechanism for the monitoring of its implementation.

Greece deposited the instrument of ratification of the Convention on 18 June 2018, thus becoming the 32nd state to ratify it.

#### **Target Group**

General public.

#### **Other Activities**

Regarding the issue of online violence against women, concerns have emerged about technology-facilitated gender-based violence. There are types of sexual and gender-based crimes that occur in cyberspace or are facilitated through technology, such as cyber-stalk, rape videos, sexist/hate speech, etc. Technology has also been used to create spaces where women feel marginalised and threatened based on their gender, and there are numerous instances of extreme misogyny in cyberspace. In relation to the above-mentioned issue, the GSGE has considered that cyber-violence is an issue of arising importance in the digital age. To deal with this, by decision of the Secretary General in March 2018, a working group with 11 members (civil servants, employees and individuals) has been set up and operates within the GSGE. Its task is drafting legislative and other interventions to prevent, tackle and eliminate forms of gender-based violence through the Internet. The overarching goal is to ensure that the public space is safe and an area of empowerment for women and girls, and not a place of harassment and intimidation.

#### **Target Group**

Women and girls, general public.

#### **Other Activities**

The GSGE is a partner in implementing the project EMPOWER (under the 2017 Rights, Equality and

Citizenship Work Programme). The project has a duration of 24 months (starting in January 2019) and its basic objectives are to:

- Improve knowledge of qualitative features of sexual and gender-based violence (SGBV) within the refugee population in Greece.
- Increase capacity of 120-150 professionals and case workers in the field to detect, identify, address and prevent SGBV.
- Improve co-operation and networking between professionals towards an integrated approach to SGBV.
- Improve awareness within the refugee community on SGBV and empower volunteers to act as multipliers.

#### **Expected results of the project**

- improved knowledge on SGBV.
- 120-150 frontline professionals trained.
- 50 refugees or SGBV survivors informed and empowered.
- Improved co-operation and integrated approach to SGBV.

#### **Target Group**

- Professionals active in refugee camps on the mainland and the islands;
- Case workers;
- Refugee communities, refugee SGBV survivors or individuals at risk of SGBV.

#### **Other Activities**

The GSGE is a partner in implementing the project SURVIVOR (under the 2017 Rights, Equality and Citizenship Work Programme). The project has a duration 24 months (as from September 2018) and its basic objectives are to:

1. Enhance the quality and access of services for refugee and migrant GBV survivors in Greece.
2. Strengthen GBV programming through transnational dialogue and sharing GBV best practices, resources and tools in Greece and in Europe.

The main activities of the project are:

- Expand and train female cultural mediators.
- Train public social services staff on specialised support for GBV survivors.
- Establish standard operating procedures and a community referral mechanism for GBV services.
- Design and implement pre-service seminars for professionals.
- Produce communication and information materials in appropriate languages.
- Create a regional online platform for resource sharing.
- Conduct exchange visits to boost cross-border learning and European skills sharing on GBV best practices.
- Conduct an interactive, action-oriented regional GBV workshop.

Key expected results:

- Increased awareness about rights and culturally appropriate services.
- Increased referrals to service providers by community focal points.
- Adapted GBV services meeting cultural and linguistic needs.
- Improved knowledge, attitudes, skills of professionals and institutional standard operating procedures.
- Increased European access to best practices and resources.



**Target Group**

Women and adolescent girls.

Men, boys, and LGBTQI will indirectly benefit through training of public bodies

Project beneficiaries are estimated at 498 professionals, including social workers; law enforcement; NGOs/CSOs; child protection professionals; mediators; civil servants; gender quality experts; and a wider audience

**Objective 3.****Ensure the equal access of women to justice****Other Activities**

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.****Achieve balanced participation of women and men in political and public decision-making****Other Activities**

The participation of women in decision making remains a separate priority axis in the new National Action Plan for Gender Equality 2016-2020 (NAPGE). Concerning the electoral process at the local and regional level, the recent Law 4555/2018 on the Reform of the Local Government Institutional Framework (Kleisthenis I Programme - Government Gazette 133/A/19 July 2018) finally adopts the GSGE proposal on a 40% gender quota on the total number of candidate regional, municipal counsellors and community counsellors (articles 14, 15 and 51). Up to now, the quota legislation for women and their participation in political decision making on a local and regional level amounted to one-third.

**Target Group**

General public, women candidates and women elected in political decision-making positions.

**Legislative Changes**

To this point, it should be mentioned that there is a bill on “Substantive Gender Equality and on combating gender-based violence” drafted under the initiative of the GSGE, put into public consultation from 6 to 20 March 2018 and now ready to be brought to the Hellenic Parliament and become national law. It is the first attempt in Greece of drafting a horizontal bill aiming at the creation of all those circumstances that could lead to the achievement of substantive gender equality and the elimination of gender inequalities in all sectors of public, social and economic life. The notions of gender mainstreaming and gender budgeting are introduced for the first time into a legislative text. The bill proposes a modification of the existing gender quota legislation for the national elections from at least one third to at least 40% of the total number of candidates throughout the territory, in a further attempt to strengthen the position of women candidates in the national elections (please see also Objective 6).

**Target Group**

General public; women candidates and elected in political decision-making positions.

**Objective 5.****Protect the rights of migrant, refugee and asylum-seeking women and girls****Other Activities**

In the National Action Plan on Gender Equality 2016-2020, there is a clear reference to the economic crisis affecting some EU countries, including Greece and consequently to the austerity and fiscal adjustment policies applied, thus exacerbating the risk of multiple discrimination against women. The GSGE continues to put the focus of its intervention policies on women who belong to vulnerable social groups or suffer multiple discrimination, such as women on the poverty line, women heads of single parent families, homeless women, Roma women, migrant women, women refugees or asylum seekers, women victims of violence, torture or trafficking in human beings, women with disabilities/chronic diseases, etc.

Therefore, in order to be able to intervene effectively in the increasing needs of the above categories of women in the context of the ongoing economic crisis, an organisational unit has been initially established within the GSGE for women who suffer multiple discrimination, through the revision of the ministry's organisational chart.

In December 2016, the General Secretariat for Gender Equality (GSGE)/Ministry of Interior also signed a Protocol of Co-operation with all the relevant stakeholders, aiming at adopting a common framework of procedures for identifying, referring and hosting, as well as providing counselling services and actions to women refugees, victims or potential victims of violence and to their children, as well as women refugees heads of single parent families, through the Network of Structures of the GSGE.

As mentioned under Objective 2, the GSGE operates a Pan-Hellenic Network of 62 Structures (40 counselling centres, 21 shelters across the country and a 24-hour SOS Helpline 15900) providing free counselling services, safe accommodation and other services and facilities to female victims of gender-based violence. For the 2014-2020 programming period, the GSGE extended the target group to include not only female victims of gender-based violence, but also women victims of multiple discrimination, such as refugees, migrants, Roma women, etc. in order to help eliminate social exclusion at all levels.

**Target Group**

Women and girls facing multiple discrimination.

**Other Activities**

The GSGE participates as a partner to the “Building a safety net” project which is funded by the European Union – Daphne Strand and is implemented through five partners in three different countries (i.e. Greece, Italy, Spain). The main objectives of the project are:

- Ensure easy access of GBV survivors, in particular female migrants and refugees, to specific aid services and receiving of appropriate assistance.
- Appease underreporting of GBV by raising capacity and awareness of field professionals to identify the survivors and refer them to the proper authorities and services.
- Expand prevention of and response to GBV in partner countries through building response capacity of GBV professionals regarding diverse needs of migrant and refugee survivors; improvement of working methods and establishment of multi-actor co-ordination and improved protection mechanism.
- Get migrant and refugee women empowered and well informed to report and stand for their rights.

- Open the public agenda with new GBV challenges and frames of respond and stimulate action by all relevant actors, including adequate representation and consultation of women's organisations.

The following activities best summarise the ongoing project:

1. Cross country situation and capacity analysis in GBV to identify problems and good practices and summarise recommendations for the preparedness and comprehensive prevention and response capacity at all stages.
2. Multi-actor co-ordination mechanism to provide accessible, prompt, confidential, and appropriate services to survivors according to a basic set of guiding principles to prevent incidents of GBV.
3. Capacity building for professionals working in specific GBV services to improve understanding of GBV contextual circumstances and the diversification of GBV survivors' needs, sharing of a cultural sensitive approach, develop response frameworks.
4. Inter-agency training to improve knowledge on gender equality issues, GBV and guiding principles and international legal standards.
5. Awareness-raising seminar to sensitise the assisting staff about proper GBV survivors treatment.
6. Empowerment seminars to enhance agency, build solidarity bonds and information on women's human rights.
7. Legal information and assistance/counselling sessions for migrant and refugee victims of GBV to pursue legal justice for gender-based violence crimes.
8. Dissemination and awareness-raising activities to share best practice and results; sensitise specific and wider audiences; mobilise local actors in taking preventative concerted action

For more details please see the project's website: <http://buildingasafetynet.org/>.

#### **Target Group**

Relevant professionals, GBV refugee and migrant victims

#### **Objective 6.**

##### **Achieve gender mainstreaming in all policies and measures**

#### **Other Activities**

There is a constant co-operation between the GSGE and the National Centre for Public Administration and Local Government (EKDDA), i.e. the national strategic agent for the development of the human resources of the public administration and local government, that has been set up aiming to mainstream gender in the curricula and the activities of the National Centre for Public Administration and Local Administration (EKDDA), i.e. educational training in gender issues for public servants.

#### **Target Group**

Public servants.

#### **Legislative Changes**

In terms of legislative work, the new bill on Substantive Gender Equality and on combating gender-based violence has been drafted under the initiative of the GSGE, put into public consultation from 6 to 20 March 2018 and is now ready to be brought to the Hellenic Parliament and become national law. It is the first attempt in Greece of drafting a horizontal bill aiming at the creation of all those circumstances that could lead to the achievement of substantive gender equality and the elimination of gender inequalities in all sectors of public, social and economic life. The notions of gender mainstreaming and gender budgeting are introduced for the first time into a legislative text. A

separate integrated institutional framework on achieving substantive gender equality and combating gender-based violence is introduced for the first time in Greek national law, taking into account that so far issues of gender inequalities and GBV fell into the competence of family, labour or social security law and in the direction of European directives.

### **Policy Changes**

There is currently a substantive inter-ministerial dialogue among the relevant competent authorities (GSGE-Ministry of Defence and Ministry of Foreign Affairs), in order to shape the way forward in the field of gender mainstreaming in security sector and the implementation of UNSC RES 1325/2000. The NAPGE referred above includes the following educational actions related to women, peace and security:

- Inclusion of specialised courses on gender studies - if not included - in the academic curricula of the tertiary level educational institutions of the police and the security forces, aiming at:
  - 1) combating stereotypes, as well as,
  - 2) enhancing equal access and participation of women in the decision making process and creating equal opportunities for their promotion in the hierarchy.
- Training and awareness raising seminars on issues related to gender equality for military and civilian personnel of the National Defence Ministry.

### **Other Activities**

The GSGE is a leader in implementing the project PEGASUS Addressing the Gender Pension Gap in Greece (under the 2017 Rights, Equality and Citizenship Work Programme). The project has a duration of 24 months and will start in November 2018.

### **Objectives of the project**

- Developing a comprehensive framework of policy proposals to address the gender pension gap in Greece.
- Raising awareness on pension gap within the wider community.
- Informing men and women about the impact of different choices and life paths on their pensions.
- Setting the issue as a policy priority and engaging various stakeholders.

### **Activities of the project**

- Analysis of main factors affecting the pension gap (effects of pension system reforms, impact assessment on the income and living conditions of women pensioners, local implementation of EU policy).
- Development of policy proposals for tackling the issue.
- Qualitative research on behavioural aspects, choices and career patterns over women's life cycle that impact on gender pension gap.
- Review and mapping of good practices.
- Workshop on good practices exchange.
- Networking among national stakeholders.
- Development of pension "calculator".
- Awareness-raising campaign on the gender pension gap.

### **Expected results of the project**

- Increased knowledge on key factors and behavioural aspects of the pension gap in Greece and its impact on the income and living conditions of pensioners.

- Increased awareness on the problem, underlying causes and the impact of different choices on pensions.
- Strengthening networking, know-how exchange and commitment among competent stakeholders on tackling gender pension gaps.
- Providing women and men with information about the impact of different choices on their pensions in order to make informed career choices.
- Providing effective approaches to tackle existing gender gaps in pay and earnings, including the most effective EU member state's policies and institutional arrangements in reducing the gap that can potentially be transferred in Greece.

**Target Group**

General population (men and women) - policy makers (50) - national experts (250).

**ADDITIONAL COMMENTS**

In June 2018, under the 2018 Rights, Equality and Citizenship Work Programme, the GSGE submitted, as a partner of a consortium, a proposal to the European Commission titled "Capacity building for women candidates and media stakeholders in public debates in Greece". The proposal is under evaluation from the European Commission and addresses the call priority A which aims to support projects promoting equality for women and men in public debates, in leadership positions in politics and in the corporate sector. It specifically aims to address existing barriers for journalists and women in public debates.

The proposed project has the following overall objective: to reinforce the capacity of a) Greek female politicians and candidates in the public sphere and b) media stakeholders (journalists, media studies students, bloggers) to recognise, address and prevent gender discrimination in public debates and the following specific objectives: a) sensitise media stakeholders to identify, respond to and prevent sexism and gender discrimination in the media and to raise their capacity to address such incidents and promote gender balanced journalism; b) to empower and enhance the capacity of 100 women politicians and candidates to identify and respond to incidents of sexism and discrimination in public debates and confront it in public; and c) to disseminate the results of the project and engage stakeholders in a long term approach to promote discrimination free media.

**Expected beneficiaries of the project**

Media stakeholders (journalists, media studies students, bloggers) - 120; female politicians and candidates - 100.

<b>HUNGARY</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Legislative Changes****Support for driving exam**

The government supports the driving exam for the 'B category driving licence' for men, as well as for women from 2018, which is a step forward in the fight against stereotypes.

**Release the debt of student loan**

From January 2018, the government has suspended the repayment of student loan debt in the first trimester of pregnancy for women who are having their first child, releases 50% of the student loan debt of women with two children, and for women having three or more children the government releases the whole debt.

**Policy Changes****Family Friendly Obstetric Care**

The Hungarian Government has recently approved a decree on system level transformation of obstetrics care on the grounds of family friendly care being available to everyone. The government's aim is making childbirth a positive experience for every mother. Equitable access and the same level of quality, aligned on unified principles throughout the whole system are the cornerstones of this initiative. The principles of the family friendly care are as follows:

- obstetrics care complying with families' needs and based on scientific evidences, practices without unnecessary interventions and which conform to international guidelines (WHO);
- childbirth practices that respect the mother's human dignity;
- emphasis on mental preparation to childbirth/labour;
- promoting breastfeeding;
- ensuring the infrastructural background to family friendly childbirth experience (highly professional infrastructural background guaranteeing simultaneously families intimacy and presence of the father);
- pro-life approach.

**Other Activities****Family and Career Points**

The government issued a tender of 14 billion HUF in June 2017 with the title of 'Women in the Family and at the Workplace' in order to improve the employment situation of women. In the framework of this tender, the projects which are supported are those that contribute to the flexible employment of women, as well as to the reconciliation of work and private life. Local self-governments and NGOs, churches or other associations could apply for this tender together, the evaluation of tenders has been completed, 71 applicants got a support of 150 – 200 million HUF nationwide. There will be around 71 Family and Career Points established in Hungary in 2018, out of which 52 already opened their doors where training and coaching will be organised on the personal development of women as well as enhancing their entrepreneurial and self-employment skills. (<http://www.csaladbaratorszag.hu/csakpont>)

**Day care system of children**

The easy reconciliation of work and family obligations are of key importance for women, the availability of adequate accommodation and day care of children in all settlements is a justifiable request. In 2018, government funding of 10 billion HUF has been spent on the development of children's day care system and the number of places in the day care system for children under the age of 3 has been further increased.

**Kopp Mária Research Institute**

The Kopp Mária Research Institute was established in December 2017 and started its work in 2018, which is the Year of Family in Hungary. The aim of the Institute is to conduct research on the situation of women, as well as families in order to get a view of the demographic and social problems in Hungary and to prepare legislation that is improving the situation of women, mothers and families. (<https://www.koppmariaintezet.hu/>)

**Single Parents' Centre**

The Single Parent Families' Foundation helps families living with one parent and promotes these families' case. More than 500,000 children are raised in single parent families in Hungary. Their risk of becoming poor is very high - close to half of these families face poverty. Government funding enabled an innovative and unique institute which opened in Budapest in May 2018: the first Single Parents' Centre. This is unique not just in Hungary but also internationally, offering a wide range of services and programmes for single parents, their children and others. (<https://www.egyszulo.hu/english>)

**Objective 2.****Prevent and combat violence against women and domestic violence****Policy Changes****Crisis ambulances for women and widening the services for victims of violence**

In 2018, crisis ambulances started their operations as new service elements. The goal of the ambulances is both prevention, i.e. handling problems before violent episodes occur and the reinforcement of the regional co-operation of institutions involved in combating domestic violence. Transitional shelters provide protection and support services for victims of human trafficking. In 2018, 5 new crisis centres, 19 halfway houses, 6 crisis ambulances and 7 secret shelters will be established.



<b>ICELAND</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Legislative Changes**

No changes since last reporting period. Changing traditional gender images and working against negative stereotypes regarding the roles of women and men is stipulated as one of the objectives of the Act on the Equal Status and Equal Rights of Women and Men No. 10/2008 in Article 1.

**Policy Changes**

No changes since last reporting period.

The 2016-2019 Gender Equality Action Programme is being implemented, including Action 11 on gender and media. According to the programme, there is an action pertaining to access, representation and portrayal 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.

**Status:** No research has been conducted since the last reporting period looking into the proportional representation and visibility of women and men in TV and radio programmes in the period from 2011 to 2016 in the two main media companies in Iceland, namely the public service broadcaster - RUV - and the largest private media company - 365 Media. The share of women interviewed overall was 28.3% compared to 71.7% in the case of men. The overall difference between RUV and 365 was minor with 1% more women interviewed on by the former. The gender gap was greatest in the afternoon radio programmes with the share of women 21% in the private company and 37.7% in the state company. The survey also investigated the topics of discussions. The trend was to interview women less than men across all topics except social affairs (51.9%) and equality issues (67.9%). In one afternoon radio programme at RUV, the share of women and men was equal. It was noted that the hosts of the programme were a man and a woman.

**Notable best practice development** has taking place within the public service broadcaster, RUV. It is required by law to ensure equal representation of men and women in its programming and its management team. Furthermore, the representation must be as equal as possible in news programmes. RUV has taken this task seriously over the past couple of years and has been working on a gender targets and mainstreaming. It first started with ensuring equal representation in the management team of RUV between 2014 and 2015 and then in other parts of the company. By that time, RUV also set 50/50 gender targets for all its programmes and 35% target for women in the news for year 2017. The target will gradually grow to 50% over the coming years. As to ensure accountably, RUV requires all programme hosts and news reporters to use a computerised, sex-disaggregated accounting system RUV created which purpose is to register the number of men and women invited for an interview or as experts/opinion makers in all its programmes and news reporting made in-house or by independent producers for RUV. The statistics are published every three months on the RUV's website for accountability purposes. The RUV has in a course of less than two years been able to ensure 50/50 representation of men and women in all its programmes

except the news. The ratio in news programmes is currently 37/63 and is going up gradually. Many measures have been taken to ensure as equal representation as possible in news, even though more men than women are heading high positions, such as CEOs of companies where only 11% were women as of end of year 2017. To balance the gender representation in news, female experts are called upon for analysis and as opinion makers to make up for male dominant interviews with CEOs or male politicians. The remaining shortcoming, however, are the gender segregation in terms of issues being discussed with men and women as mentioned above.

**Responsibility.** Ministry of Education, Science and Culture.

## Objective 2.

### Prevent and combat violence against women and domestic violence

#### Legislative Changes:

Amendment to the penal code stressing consent in the context of sexual offences – 23 March 2018.

An amendment to the 1st paragraph of Article 194 of the General Penal Code pertaining to sexual offences entered into force 23 March 2018. The paragraph prior to the amendment was as follows: “Any person who has sexual intercourse or other sexual relations with a person by means of using violence, threats or other unlawful coercion shall be guilty of rape and shall be imprisoned for a minimum of 1 year and a maximum of 16 years. ‘Violence’ here refers to the deprivation of independence by means of confinement, drugs or other comparable means. “

The article as amended: “Any person who has sexual intercourse or other sexual relations with a person without her/his consent shall be guilty of rape and shall be imprisoned for a minimum of 1 year and a maximum of 16 years. Consent is only relevant if given freely. Consent is considered irrelevant if given after using violence, threats or other unlawful coercion. Violence refers to the deprivation of personal liberty [autonomy] by means of confinement, drugs or other comparable means.”

The amendment is in line with 2016 recommendation from the Icelandic Human Rights Office arguing that the article as it was put more emphasis on how the rape was committed than on the issue of consent referring to the Istanbul Convention which recommends that sexual assault laws emphasise that “consent must be given voluntarily as the result of the person’s free will assessed in the context of the surrounding circumstances.”

On 26 April 2018, Ásmundur Einar Daðason, the Minister of Social Affairs and Equality, deposited the instrument of ratification in respect of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). The Convention entered into force in Iceland on 1 August 2018.<sup>1</sup>

#### Policy Changes:

September 2017, formal appointment 23 March 2018: Working group was appointed by the Minister of Social Affairs and Equality to suggest revisions to the law on the equal status of men and women No. 10/2008 and the administration of gender equality. The working group is among other things looking into how to address sexism in the form of hate speech including digital violence targeting women. As of now, hate speech and incident of violence is prohibited on several grounds according to article 233 (1) of the General Penal Code. The prohibition pertains to public mocking, defaming, denigrating or threatening a person or a group of persons on the basis of nationality, colour, race, religion, sexual orientation or gender identity while sex and/or gender is excluded.

<sup>1</sup> <https://www.coe.int/en/web/istanbul-convention/-/iceland-ratifies-the-istanbul-convention>

2 February 2018: After introducing a draft plan 19 October 2017, the *Action Plan to improve the handling of intimate partner and sexual violence cases and the standing of survivors 2018-2022* was adopted. Its objective is to enhance the rights, the protection and human security of survivors and their trust towards the judicial system by means of improve the quality and the speed of investigations. 4 February 2018 it was announced that additional 15 investigators across the country would be hired.

The Action Plan was formulated by a working group appointed under the Ministry of Justice in March 2016. While the plan was being developed, some recommendations were already implemented such as country wide introduction of standard operational procedures (SOPs) pertaining to investigations and case management. The SOPs were issued by the National Commissioner of the Police following a pilot in one police district aimed at offering all available support immediately in collaboration with municipal social and child protection services. The pilot was called “Keep the Window Open”<sup>2</sup> and was led by the current Director of the Metropolitan Police in the capital area (woman). The pilot consisted of an evidence-based approach, namely to use the window of opportunity immediately after the violent incident occurs to intervene as that is the time window where the victims are most likely to accept that they need assistance from the police, social workers, lawyers, doctors, and child protection services. If the intervention take place after the window has closed or too late, it constitutes a lost opportunity to assist and protect the rights of the survivors. The new approach also puts a lot of emphasis on children witnessing and/or subjected to violence can face serious trauma, even if they don’t witness the events directly. Thus, the police work closely with the municipal social services and the child protection services. The new strategy is being reinforced across the country with the support of an EU project grant called *Building Bridges, breaking barriers* managed by the Centre for Gender Equality.

As a part of these reforms, a one-stop support centre for survivors of violence in intimate relationship, sexual violence, human trafficking and/or prostitution was launched as a pilot for three years (2017-2019) in March 2017. The centre is called *Bjarkarhlíð Family Justice Centre for Survivors of violence*. It provides counselling, support and information and is operated in collaboration between the capital city of Reykjavik, the Ministry of Welfare, the Ministry of Juice (at the time the Ministry of the Interior), the Metropolitan Police, three NGOs working with survivors of violence, and Icelandic Human Rights Office, which provides free legal aid to women<sup>3</sup>. The plan is to also open the centre in the north and the east part of the country. The centre up in the north will complement the emergency ward for victims of rape that was opened in the hospital in the main urban centre in the north, Akureyri, in 2018.

22 February 2018: Prime Minister Katrín Jakobsdóttir appointed a steering group, which operates across ministries to coordinate the implementation of the Istanbul Convention and reforms pertaining to preventing and combating sexual violence in a comprehensive way. 14 September, the steering group issued its three-year operational plan which includes actions to address #MeToo and its aftermath such as an international conference and development of a comprehensive prevention strategy to eliminate gender-based and sexual harassment, intimidation, abuse and violence including on-line (digital violence).

22 August 2018: Working group appointed by the Minister of Education, Culture and Sports introduced its recommendations to address the #MeToo reality revealed by women in sports

<sup>2</sup> [https://apolitical.co/solution\\_article/domestic-violence-iceland-police-keeping-window-open/](https://apolitical.co/solution_article/domestic-violence-iceland-police-keeping-window-open/)  
<https://www.oecd.org/governance/observatory-public-sector-innovation/innovations/page/unitedagainstviolencekeepingthewindowopen.htm>

<sup>3</sup> [https://reykjavik.is/sites/default/files/baelkingur\\_bjarkarhlid\\_litill\\_ensku.pdf](https://reykjavik.is/sites/default/files/baelkingur_bjarkarhlid_litill_ensku.pdf)

reflecting abuse of authority and power mostly by male role models and trainers vis-à-vis girls and young women. Among the recommendation is persons with a sexual criminal record cannot be hired as trainers or in other capacity working with children and teenagers in sports. Also, as to make it easier for girls and women in sports to report violations, the plan is to hire a “communication” person who will receive and deal with complaints.

Forthcoming: A parliamentary resolution on a four-year action plan to prevent and combat violence and its consequences in Iceland, including violence in intimate relationship and sexual violence, will be submitted to Parliament in October 2018 by four ministers, namely the Minister of Social Affairs and Equality, Minister of Health, Minister of Justice, and Minister of Education, Culture and Sports. The focus was on creating a safe environment for all children and youth in sports. The recommendations include not hiring trainers and other staff working with kids in sports who have been convicted for sexual offences. Another proposal is to appoint a “Sports ombudsman” that young women and men in sports can report to in case of harassment or other violations.

### **Other Activities**

14 February 2018 (Valentine’s Day): *Stígamót - Education and Counselling Centre for Survivors of Sexual Abuse and Violence* launched its campaign “Crazy in Love” or “Lovesick” targeting young people, men and women including LGTQI, educating about the difference between healthy and violent (unhealthy) relationships, the manifestations of violence and (in)equality, intimate and sexual relations and pornography. See [here](#) (only in Icelandic).

12 March 2018: The Ministry of Welfare in collaboration with the Parliament of Iceland, the Icelandic Women’s Rights Association and the Icelandic National Committee of UN Women hosted a side event at the 62nd meeting of the Commission of the Status of Women in New York under the heading *Digital Gender Violence and Hate Speech: the role of men and the legislator and the implications for democracy*.

The point of departure was how the media as the fourth branch of government and social media as a source for democratic good are being undermined by certain type of corporate media and internet users who instigate and spread fear, prejudice and hate, all of which is putting democracy at risk. Reference was made to research findings indicating that the reality of online abuse and hate speech is gendered, with women disproportionately affected. Moreover, certain forms of abuse online, such as image based sexual abuse and threats of sexual violence, is mostly targeting women. Some recent initiatives like the #MeToo and #freethenipple campaigns have proved that social media can magnify the voices of women, providing powerful response to a culture of misogyny and gender disparity. Despite this, there are indications that due to the abuse that women face online, they hold back their public participation. Nevertheless, legal responses to online abuse, hate speech and threats are generally gender neutral, often missing the severe implications that the harsh reality of misogyny and digital gendered violence and abuse can have on women’s participation in the democratic discourse taking place online, all of which can result in democratic deficit if not addressed.

Against this backdrop, the event drew on the following questions:

- What will the democratic consequences be 100 years onward if one of the major platforms for contemporary democratic discourse – the online space - does not provide parity for women’s voices?
- Will we face a democratic deficit in near future or the long run?
- What is the appropriate response from states when the democratic participation of women meets new challenges?

- Besides the government and the legislator, how can civil society contribute to a solution and what role should men play in achieving gender parity online?

Presentations were made by Ásmundur Einar Daðason, Minister of Social Affairs and Equality; Albertína Friðbjörg Elíasdóttir, Member of Parliament; María Rún Bjarnadóttir, lawyer and doctoral researcher, University of Sussex; and Unnsteinn Manuel Stefánsson, musician, champion of the Icelandic National Committee of UN Women in Iceland and a co-host of a TV programme on the reality of young men and women in Iceland. The moderator was Brynhildur Heiðar og Ómarsdóttir, the Secretary General of the Icelandic Women's Rights Association.

The speakers shared their opinion, knowledge and experience about the effects of digital violence and hate speech on women and democracy, as well as the impactful reach of social media and how to work towards legislation to prevent digital gender violence. See [here](#) and [here](#) and documentation from the meeting [here](#).

The event generated a lot of interest. As a follow up, both the WG revising the gender equality law and the steering group on comprehensive reform pertaining to sexual violence are looking into how to prevent and protect against digital violence targeting women on the basis of sex.

#### **Target Group**

Governments and law makers of UN member states, NGOs.

### **Objective 3.**

#### **Ensure the equal access of women to justice**

##### **Legislative Changes**

See under objective 2.

25 September 2018: A member of the opposition submitted a bill of law where survivors of intimate partner and sexual violence seeking compensation in civil court of law will be aided by the State. Currently, 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**

The judicial system.

### **Objective 4.**

#### **Achieve 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.

##### **Policy Changes**

The 2018-2023 plan on regional development includes three gender equality actions, one on gender balance in municipal governments and the other on job opportunities for women in rural areas.

**Other Activities**

20-21 September 2018: The annual gender equality meeting of municipalities was hosted. The thematic focus was on young people and equality. The Minister of Social Affairs and Equality was a key note speaker. The meeting was also inspired by #MeToo with human resource staff of the municipalities sharing their sexual harassment, intimidation, abuse and violence prevention and response plans.

January and February 2018: The Centre for Gender Equality in partnership with two other bodies twice hosted a practical course for women interested in running as candidates in the municipal elections 5 May 2018.

**Target Group**

Women running as candidates for the municipal elections.

**Objective 5.****Protect the rights of migrant, refugee and asylum-seeking women and girls****Legislative Changes:**

On 1 September 2018, two anti-discrimination laws on pertaining to the labour market and the other to society entered into force. They are modelled on the EU Race Directive (2000/43/EC) and the EU Employment Equality Framework Directive (2000/78/EC). The former entered into force with a reservation stipulating that latest by 1 September 2019 it should cover all of the same discrimination grounds as the latter by means of legal amendment submitted by the Minister of Social Affairs and Equality. The Centre for Gender Equality, responsible for the administration of the laws, has held formal consultation meetings with several organisations affected by the Legislative Changes. These include the Icelandic Human Rights Centre, the Organisation of Disabled People in Iceland, the Icelandic Multicultural and information Centre, the Icelandic Women's Rights Association, the National Queer Organisation of Iceland and the National Council for the Elderly.

**Policy Changes**

Two actions in the *Action Plan on Immigrants 2016–2019* pertain to women in particular, namely action B.7 on support to women who are survivors of intimate partner violence and B.8 on combating violence against immigrants and among them.

Under action B.7., the Ministry of Welfare has decided to sign an agreement with the Women's Shelter and the Icelandic Human Rights Centre to enhance dissemination of information about available legal aid and other services to women of foreign origin who are survivors of intimate partner violence.

On 13 September 2018, the Ministry of Welfare in collaboration with the Directorate of Labour, the Immigration Council, the social partners, signed an agreement with Statistics Iceland to conduct a salary survey looking into the level of the pay gap between Icelandic and foreign workers – men and women - for work of the same or equal value within occupational sectors employing many foreign workers such as the construction and the cleaning industries.

**Other Activities**

During the #MeToo revelations in Iceland, women of foreign origin were among the 800 plus women telling their stories. In response to these stories, the Minister of Social Affairs and Equality on behalf of the members of the Ministerial Committee of Gender Equality, hosted consultative meetings with representatives of women of foreign origin and organisations such as women's shelters and offices providing free legal aid. The purpose of the meetings was to formulate priority actions to address



the rights and the needs of women of foreign origin in Iceland. With the financial support of the Ministry of Social Affairs and Equality, an ongoing and successful programme which aims to provide women with information and peer to peer networking and support was granted additional support. It was also decided to map the situation of women of foreign origin as to create a baseline which policy formation could be based on.

**Target Group**

Women of foreign origin living in Iceland as immigrants and refugees.

**Objective 6.**

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

**Policy Changes:**

None.

Action 5 of the Plan of Action on Gender Equality 2016-2019 is on gender mainstreaming of policies and decision making within ministries and state institutions and Action 6 is on continued gender budgeting.

Gender plus/equality mainstreaming: Working group consisting of representatives from the Prime Minister's Office, the Ministry of Finance, the Ministry of Education, Culture and Sports, the Gender Equality Centre and Parliament chaired by the Equality Unit of the Ministry of Welfare has been operational since January 2018.

7 May 2018: (1) The WG hosted a meeting with all secretaries of states and directors of state institutions where the policy reforms being implemented in line with the requirements of the law on the equal status and equal rights of women and men No. 10/2008 (gender mainstreaming) and the Organic Budget Law No. 123/2015 (policy making for each of the 34 policy areas) were introduced by representatives from the Prime Minister's Office, Ministry of Finance and Economic Affairs and Ministry of Welfare. In the meeting, representatives from the OECD introduced the importance of gender plus mainstreaming and budgeting as an inherent part of democratic and accountable governance. (2) The WG hosted an expert meeting between two OECD experts on gender mainstreaming and budgeting and experts in Iceland working on these issues within the Governmental office.

29 May 2018: An expert from the Gender Equality Agency of Sweden met with the members of the WG to discuss the Swedish gender mainstreaming experience: challenges, best practices and lessons learned.

30 May – 1 June 2018: In collaboration between the chair of the WG/Equality Unit of the Ministry of Welfare and the Social Insurance Administration, the International Social Security Association (ISSA) hosted its first technical expert meeting in Iceland on gender mainstreaming in social security. See [here](#) and [here](#) and [here](#).

September 2018:

- First draft of a four-year implementation plan for gender and equality mainstreaming into policy and decision making of ministries and state institutions. Consultations with stakeholders will commence in October.
- Final draft of a renewed implementation plan for gender budgeting 2019-2023

**Target Group**



Gender plus mainstreaming: all ministries and state institutions.  
 Gender budgeting: all ministries.

**ADDITIONAL COMMENTS :**

1 January 2018: The law on the Equal Pay Certification entered into force. All ministries and workplaces with 250 or more staff members on annual basis are supposed to obtain Equal Pay Certification by the end of year 2018. According to Action 8 in the 2016-2019 Gender Equality Action Programme that pertains to gender equality in the labour market, the focus is 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. In line with the action plan, an implementation plan was introduced to the ministerial committee on gender equality and the government granted funding to assist the largest public companies such as the National Hospital to fulfil the requirements of the law. An additional staff member was hired for a year as of September 2018 to the Equality Unit to manage and oversee the implementation of the law.

The law has generated a lot of interest from abroad from foreign media, as well as others. The Ministry of Welfare has received many requests from national delegation who are interested in learning about gender equality in Iceland, not least the Equal Pay Certification. During the reporting period, delegations from China, the Czech Republic, Japan (two visits), New Zealand and South Korea have visited the Ministry of Welfare, Justice, and the Prime Minister's Office among others to learn about the Equal Pay Standard and the Certification, as well as other aspects of GE such as the individual and none-transferable paternity leave. Requests to give presentations abroad have also been sent to the Ministry by the European Commission, the World Organisations of Workers, and the APEC Public-Private Dialogue on Structural Reform and Gender held in Wellington, which was hosted in New Zealand 10-11 September 2018, to name a few examples.

17 September 2018: The Government accounted that the policy area of gender equality would move from the Ministry of Welfare under the auspices of the Prime Minister's Office. The change will be effective as of 1 January 2019. The staff of the equality unit of the Ministry of Welfare will then move office, as well as other gender equality administrations, namely the Centre for Gender Equality, the Gender Equality Council and the Gender Equality Complaints Committee.

<b>IRELAND</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Other Activities**

The Department of Justice and Equality in Ireland is supporting the development of community leadership in gender equality with women and men from the Traveller and Roma communities with a view to developing gender equality. Through the continued funding of Traveller and Roma representative organisations, this objective is being followed through as an important part of the Department's work among these communities.

Representation on the National Strategy for Women and Girls (NSWG) Committee (led by the Department of Justice and Equality), participation in implementation of the NSWG, which includes measures in line with this objective.

**Target Group**

Traveller and Roma groups.

**Policy Changes**

Implementation of the NSWG, Implementation of National Action Plan for Men's Health.

*Education*

Subject to specific programme eligibility and entry requirements, further education and training programmes in Ireland are open to all. As outlined in the SOLAS/ETB (Education Training Boards) Strategic Performance Agreements and Planning Frameworks 2018-2020, ETBs are responsible for complying with Section 42 of the Irish Human Rights and Equality Commission Act 2014.

- Specific initiatives to address gender stereotypes are being undertaken to expand women's participation in an apprenticeship programme. To promote the entry of women into apprenticeships, SOLAS/ETBs offer a bursary to employers in both the public and private sectors to encourage an increased level of recruitment of women apprentices within pre-2016 apprenticeships. After a recent review of diversity within apprenticeships, further measures to increase female participation are currently in development.

The Irish STEM Education Policy Statement 2017-2026 and Implementation Plan 2017-2026 aims to encourage and inspire more of our young people, particularly more females, to specialise in science, technology, engineering and mathematics during their education and training.

**[STEM Education - Policy Statement \(2017-2026\) \(.pdf - 1222 KB\)](#)**

**[STEM Education - Implementation Plan \(2017-2019\) \(.pdf - 802 KB\)](#)**

**Other Activities**

Implementation of the National Action Plan for Men's Health includes ongoing delivery of a National Men's Health Training Programme (Engage).

**Target Group**

Women and girls, men.

**Objective 2.****Prevent and combat violence against women and domestic violence****Legislative Changes**

The Irish Parliament enacted the Criminal Law (Sexual Offences) Act 2017 in February 2017.

The act contains:

- new criminal offences to protect children against grooming;
- new measures to protect children from online predators;
- new and strengthened offences to tackle child pornography;
- new provisions to be introduced regarding evidence by victims, particularly children;
- new offences addressing public indecency;
- a provision in relation to harassment orders to protect victims of convicted sex offenders; provisions maintaining the age of consent to sexual activity at 17 years of age and for a new “proximity of age” defence;
- a provision to criminalise the purchase of sexual services;
- a statutory statement of the law as regards consent to sexual acts.

The act brings additional protection to some of the most vulnerable people in the community and updates laws to combat the sexual exploitation and sexual abuse of children. It widens the range of offences associated with child pornography to ensure that no one who participates in any way in the creation, distribution, viewing or sharing of such abhorrent material can escape the law.

The act also provides greater clarity in relation to the definition of sexual consent.

***Domestic Violence***

- The Domestic Violence Act 2018 was enacted on 8 May 2018. The legislation contains a range of measures aimed at enhancing the legal protections available to victims of domestic violence. This brings Ireland one step closer to the ratification of the Istanbul Convention on preventing and combating violence against women and domestic violence. It is hoped that ratification will take place in Q1 2019.
- This legislation will be targeted specifically at serious sex offenders who have left prison and will introduce a number of amendments to the notification requirements (known as the “sex offenders register”) under the Sex Offenders Act 2001.
- The Criminal Justice (Victims of Crime) Act 2017 was enacted in November 2017. This legislation puts victims at the heart of the justice system. The act introduces, for the first time, statutory rights for all victims of crime, including victims of domestic and sexual violence. The legislation gives victims of crime an entitlement to information about the system and their case, and supports, and special measures during investigation and court proceedings, if necessary.
- The General Scheme of the Criminal Justice (Commission of Sexual Offences) (Amendment) Bill 2018 has been approved for publication by the government. This bill aims to strengthen the penalties for repeat sexual offenders.
- The Minister for Justice and Equality signed an order providing for the Irish courts to impose harassment orders, prohibiting convicted sex offenders from contacting or approaching their victim for a specified period of time. This protects victims of sexual offences from being

victimised further by their attackers.

### **Policy Changes**

The Irish police force, An Garda Síochána, has committed in its 2018 policing plan to the provision of information, support and protection to victims of domestic abuse. The Domestic Abuse Intervention Policy commits to assigning an inspector with responsibility for domestic abuse to every police division.

### **Other Activities**

In response to actions contained in the, National Traveller and Roma Inclusion Strategy, 2017 - 2021) the Department of Children and Youth Affairs in Ireland together with relevant agencies are engaging with the Roma Community on a pilot support initiative for the Roma Women's forum.

Tusla, a dedicated State child and family agency has agreed a programme of work with the Travelling Community which will build on the capacity of the Primary Health Care Programmes for Travellers. This development will pilot Traveller Domestic Violence Support Worker with Primary Health Care Units in 4 areas in the country.

- The continued implementation of the Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021. The strategy is a whole-government response to such violence and contains a range of time bound actions to be implemented across government departments and agencies which are primarily aimed at supporting victims and holding perpetrators to account.
- Actions include, a multi-annual domestic violence national awareness-raising campaign focusing on increasing societal awareness of such violence and bringing about a change in established attitudes and behaviours and to activate bystanders in order to decrease and prevent this violence. A national awareness media campaign focusing on sexual violence is currently in development to be launched in 2019.
- Divisional Protective Services Units are to be introduced in each policing division, mirroring the responsibilities held by the National Protected Services Bureau. These have already been introduced in three policing divisions - a further six are to be introduced by year-end with a complete nationwide expansion due in 2019.
- PULSE (Police Using Leading Systems Effectively), the computer system used by the Gardai, was upgraded to enable mandatory recording of domestic violence.

In late 2017, the Minister for Justice and Equality established an expert scoping group to consider the availability of data and make recommendations on a study to identify the prevalence of sexual abuse and violence in Ireland today and emerging trends. Work on this issue is progressing.

### **Target Group**

Travellers and Roma.

Victims of domestic, sexual and gender-based violence.

### **Legislative Changes**

- Domestic Violence Act 2018  
Available: <http://www.irishstatutebook.ie/eli/2018/act/6/enacted/en/html>
- The Criminal Justice (Victims of Crime) Act 2017

Available: <http://www.irishstatutebook.ie/eli/2017/act/28/enacted/en/html>

### **Policy Changes**

The Health Service Executive's (HSE) implementation of the NSWG 2017-2020 and National Strategy on Domestic, Sexual and Gender based Violence 2016-2021 (DSGBV) on health related actions.

### **Other Activities**

In line with the Second National Strategy DSGBV 2016-2021, the HSE developed and commissioned a national train the trainer programme.

To date, the DSGBV training programme has received accreditation from the Nursing and Midwifery Board of Ireland (N&MBI) and the Irish Association of Social Workers (IASW). Four Community Health Care Organisations (CHO) areas have commenced delivery of the programme; between Q4 2017 and Q2 2018 training has been delivered to 155 health care professionals.

Resources including a DSGBV training toolkit and a Resource Manual providing guidance to staff to support victims of domestic, sexual and gender based violence in vulnerable or at risk communities are due to be published shortly, a second train-the-trainer programme is planned in Q4 2018. Chief Officers have been requested to consider the inclusion of training and awareness-raising activities as an action in Quality Improvement Plans.

The Men's Development Network, which is supported by the National Office for the Prevention of Domestic, Sexual and Gender Based Violence (COSC), the HSE and the Department of Housing, Planning and Local Government, hosts a number of programmes that aim to address domestic violence. These include Men Ending Domestic Abuse (MEND), which is dedicated to supporting behavioural change for men who, are or have been, violent or abusive to their partners or wives and White Ribbon Ireland, a male-led primary prevention campaign to end men's violence against women, which seeks to change the attitudes and behaviours that lead to and perpetuate men's violence against women, by engaging boys and men to lead social change.

### **Target Group**

Victims of domestic, sexual and gender based violence.

Ireland is developing awareness/education programmes for primary schools, second level schools and youth-reach programmes in an age and diversity appropriate way in relation to domestic, sexual and gender-based violence.

### **Target Group**

5 – 18 year olds

### **Objective 3.**

#### **Ensure the equal access of women to justice**

### **Other Activities**

The Department of Justice and Equality funds the National Traveller Women's Forum (NTWF). The NTWF works collectively to address racism and sexism experienced by Traveller women and promotes Traveller women's rights to self-determination, the attainment of human rights and equality in society through education and by developing and disseminating clear, relevant and accessible information to Traveller women and Traveller women's groups throughout Ireland.

[www.justice.ie/.../National Traveller and Roma Inclusion Strategy 2017–2021](http://www.justice.ie/.../National%20Traveller%20and%20Roma%20Inclusion%20Strategy%202017-2021)

### **Target Group**

Traveller women.
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<p><b>Objective 4.</b></p>
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<p><b>Achieve balanced participation of women and men in political and public decision-making</b></p>
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<p><b>Policy Changes</b></p>
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| <ul style="list-style-type: none"> <li>- A new National Sports Policy 2018-2027 was published in July. It will address the issues of women in leadership positions including board members and CEO positions in National Governing Bodies (NGB) of sport boards. NGBs will be asked to set gender diversity targets and develop equality action plans. Support will be provided for dedicated leadership training programmes for women including governance-related and technical training (coaching, refereeing and team management). A target of 30% minimum representation on governing bodies has been set.</li> <br/> <li>- The Irish Programme for a Partnership Government recommit to increase female representation on State boards to 40%. It also includes a commitment to put the Public Appointments application and short-listing process for state boards on a statutory footing and to ask the Public Appointments Service to take account of diversity and balance, including gender, in this process. The National Strategy for Women and Girls 2017-2020 includes the following actions aiming to achieve gender balance on State boards: <ul style="list-style-type: none"> <li>• NSWG Action 4.7: "All Government Departments and State Agencies, together with the Department of Justice and Equality (DJE) and PAS, to implement measures aimed at accelerating progress towards the target of 40% representation of each gender on all state boards. Such measures may include engagement with external nominating bodies and awareness-raising among eligible groups of women. The actions taken should be reported to DJE on an annual basis, highlighting the proportion of boards under the department's aegis for which the target has been met."</li> <li>• NSWG Action 4.8: "Consider the gender impact of the new arrangements for appointments to State Boards and report annually on the stateboards.ie website on the effectiveness of the process in ensuring an increase in participation by women on state boards. (<i>Under these arrangements, the 2014 Government-approved Guidelines require the Public Appointments Service (PAS) to conduct an independent application and assessment process to support Ministers in making appointments to state boards.</i>)".</li> <li>• Government departments were surveyed in July 2018 and asked to provide a breakdown by gender of the serving membership and recent appointments to each board under their aegis. These returns, in respect of the period from 25 February 2017 to 24 July 2018, shows that the female share of board membership is now 40.7%. This is the highest proportion of female board members ever and an increase of 1.9 percentage points over the last return in February 2017. It is also the first time that the 40% figure in the total membership of state boards has been surpassed.</li> </ul> </li> </ul> |
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<p><b>Other Activities</b></p>
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<p>The Department of Justice and Equality is committed to supporting the development of mentoring programmes to build and develop the capacity of Travellers and Roma to represent their communities at a local, national and international level.</p>
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<p>The Traveller organisation Minceir Whiden is funded by the Department of Justice and Equality to support this commitment.</p>
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<p><b>Target Group</b></p>
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<p>Traveller and Roma.</p>
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### Other Activities

**Ethos:** The Department of Health is conscious of its responsibility in ensuring that the principles of the Public Sector Duty in relation to human rights and equality are embedded across the work of the Department, which is also committed to maintaining a deep-rooted public service ethos of independence, integrity, impartiality, equality, fairness and respect.

**Gender balance on state boards:** The percentage of boards of statutory bodies under the D/Health aegis that meet the current gender balance target is 76% (this is 25 out of 33 statutory boards). If all 49 Boards under the D/Health aegis (i.e., including non-statutory boards) are examined, 65% meet the current gender balance target (32 out of 49 bodies). In considering applications made through the Public Appointments Service, due regard is given to government policy on gender balance on state boards. When candidates are nominated by various external bodies, the external bodies are requested, where practical, to nominate both a male and a female nominee. In so far as is possible, the Department continuously endeavours to ensure an appropriate balance between men and women.

**Health Service Executive (HSE), National Women’s Council of Ireland (NWCI):** The HSE, under the remit of the Department of Health, funds and supports the NWCI, which, in turn, provides guidance and support to a broad range of organisations. The HSE also operates an HSE Women in Leadership group.

### Target Group

Those participating in political and public decision making (e.g. political representatives, civil servants, public servants).

### Objective 5.

#### Protect the rights of migrant, refugee and asylum-seeking women and girls

##### Legislative Changes

##### EU (Recast) Reception Conditions Directive - Access to the Labour Market

On 30 May 2018, the Supreme Court judgment in the case of N.V.H. v. The Minister for Justice and Equality in Ireland found that in an international protection system with no temporal limits as to when the application process will be concluded, an absolute prohibition on access to the labour market for international protection applicants is unconstitutional.

The Government introduced interim measures to allow access to the labour market to protection applicants from the date the prohibition on the right to work was struck down by the Court (9 February) until Ireland’s opt-in to the EU (Recast) Reception Conditions Directive (2013/33/EU), was confirmed by the European Commission.

From 9 February 2018 until the end of June 2018, international protection applicants have had temporary access to the employment permits system operated by the Department of Business, Enterprise and Innovation. Eligible applicants (those awaiting a first instance recommendation on their protection application for nine months or more) could also apply for a self-employment permission from the Minister for Justice and Equality. As announced at that time, these measures were strictly temporary.

The state’s participation in the EU Directive was confirmed by European Commission Decision on the 22 May 2018. The transposing Regulations (European Communities (Reception Conditions) Regulations 2018) were signed by the Minister for Justice and Equality on 30 June 2018. In



accordance with the provisions of the Directive, international protection applicants can apply to access the labour market nine months from the date when their protection application was lodged, if they have yet to receive a first instance recommendation from the International Protection Office and if they have co-operated with the protection process.

Eligible applicants may apply for a labour market permission from the Minister for Justice and Equality, which covers both employment and self-employment. This permission lasts for six months and is renewable. It is entirely separate from the employment permits and there is no associated fee. Eligible applicants have access to all sectors of employment, with the exception of the Civil and Public Service, An Garda Síochána, and the Irish Defence Forces.

Access to the labour market may allow for access to further education or training or third level courses that have an employment, vocational or workplace training component. Applicants are also protected by the 50/50 rule. Employers are required to apply the '50/50 rule' when employing eligible applicants. This rule requires that at least 50% of their employees are EEA or Swiss Confederation nationals. This rule aims to safeguard applicants against the risk of exploitation.

### **Legislative Changes**

(a) The education system in Ireland operates on an inclusive basis in keeping with our obligations under the Constitution, national and international law. Legislation relevant to the education sector such as the Education Act 1998 and the Education Welfare Act, 2000 as well as significant policy instruments in the areas of special educational needs and social inclusion, clearly set out principles of equality. Additional supports, where required, are allocated on the basis of identified individual educational need.

(b) EU (recast) Reception Conditions Directive and access to the labour market for international protection applicants.

(c) The *Education (Admission to Schools) Act 2018* was passed on 4 July 2018.

The overall objective of the Act is to provide a new framework for school enrolment that is designed to ensure that every child is treated fairly and that the way in which schools decide on applications for admission is structured, fair and transparent.

The approach taken, aims to strike the right balance between school autonomy and fairness in our education system. The provisions of the Act apply to all recognised schools and include measures to:

(a) All immigrant children, including children of asylum seekers, refugees, migrant workers; and unaccompanied minors can access pre-school, first and second level education in a manner similar to Irish nationals, until they have reached the age of 18 years. Males and females can access the education system on the same basis.

At present non-Irish nationals in the following categories are entitled to free access to further education courses (Post Leaving Certificate (PLC), Vocational Training Opportunities Scheme (VTOS), Youthreach, the Back to Education Initiative (BTEI), Adult Literacy and Community Education) on the same basis as Irish nationals:

- EU Nationals;
- persons who have refugee status in Ireland;
- persons in the state as the spouse of an EU national, where the EU national has moved from one country to another within the EU to work;
- persons (including their spouse and children) who have been granted leave to remain in the state on humanitarian grounds;
- persons who have permission to remain in the State as the parents of a child born in Ireland;
- applicants for asylum who have been granted permission to work under the terms of a government decision of 26 July 1999.

Asylum seekers who do not have an entitlement to work are entitled to free access to adult literacy and English language support only.

(b) Following the government's decision on 26 June 2018, Ireland has now opted in to the EU (recast) Receptions Conditions Directive (2013/22/EU) giving access to the labour market for those in the protection process who are waiting nine months or more for a first instance recommendation from the International Protection Office. Under this Directive, eligible applicants may avail of all further education and training programmes in the same manner as Irish citizens.

Eligible applicants will have access to all further education and training programmes which will now include access to Apprenticeships and Vocational Training Opportunities Scheme (VTOS).

### **Target Group**

Immigrant children

### **Policy Changes**

Irish Refugee Protection Programme Humanitarian Admission Programme 2 (IHAP).

In September 2015, the government established the Irish Refugee Protection Programme (IRPP) under which it agreed to admit up to 4,000 refugees and asylum seekers under resettlement and relocation respectively as part of the state's response to the migration crisis at EU level.

Phase 1 of the IRPP has now been completed, which comprised of relocation under the EU programme, resettlement from Lebanon and the Calais Special Project to admit unaccompanied minors from the former 'jungle' camp in Calais, France. A total of 1,022 asylum seekers have been relocated from Greece and 820 programme refugees from Lebanon under the UNHCR-led resettlement programme. A total of 41 unaccompanied minors were admitted from France.

IRPP Phase 2 has now commenced and sets out the government's plans to address the balance of the 4,000 persons to be admitted. This will be done by way of increased resettlement pledges – 600 programme refugees to be admitted this year and again in 2019 (1,200 in total) – and the introduction of a new Humanitarian Admission Programme. The IRPP Humanitarian Admission Programme 2 (IHAP), was set up to address the unexpected shortfall at EU level of eligible and registered asylum seekers under the relocation strand of the IRPP

IHAP will operate under the Minister's discretionary powers and is expected to provide for the admission of approximately 530 vulnerable family members over the next two years.

The first call for proposals closed on 30 June 2018 and proposals received are now being evaluated. Further calls will be opened later this year and during 2019.

Irish citizens, beneficiaries of international protection and programme refugees in the state may make a proposal to the Minister for Justice and Equality for consideration for admission of eligible family members under the programme.

Certain categories of family members from the top ten major source countries of refugees as set out in the UNHCR Global Trends Report (Afghanistan, Burundi, Democratic Republic of the Congo, Central African Republic, Eritrea, Myanmar, Somalia, South Sudan, Sudan and Syrian Arab Republic) may be eligible for admission under the IHAP.

Eligible family members are as follows: adult child; minor child; parent; grandparent; minor child whom proposer has parental responsibility; vulnerable close family member; and spouse/civil

partner or *de facto* partner.

The IHAP is a humane and flexible response to the needs of those fleeing conflict zones, and will facilitate their reunion with family members in Ireland. The programme reaffirms the government's commitment and ability to respond positively to humanitarian crises. Persons admitted under this programme will be a key part of the IRPP and will receive a protection status (programme refugee) in their own right on their arrival in the state rather than a dependency status on their family member. This is important for their long term integration and sense of belonging in our communities.

The small remaining balance under the IRPP will be admitted in 2019 either by way of increased resettlement pledges or via the IHAP, if there is sufficient demand under this programme.

#### **Other Activities**

In 2017, the Office for Promotion of Migrant Integration funded a project to improve the employability of female refugees and the female family members of refugees through the provision of intensive, short-term targeted supports that promote access to and participation in education, training, employment and self-employment. Amount funded: €500,000. Duration: 1 year. Funding was sourced by OPMI through Dormant Accounts Funds.

2018 – An extension of the above project with additional focus on anti-discrimination. Amount funded: €500,000. Duration: 1 year.

#### **Target Group**

This activity targets refugees aged 16 years and over and immediate female family members aged 16 and over of individuals granted refugee status in Ireland (e.g. a female parent, child wife or civil partner).

#### EU (Recast) Reception Conditions Directive - Access to the Labour Market

International protection applicants who have not received a first instance recommendation on their protection application within nine months of lodging their application.

#### Irish Refugee Protection Programme Humanitarian Admission Programme 2 (IHAP)

Proposers under the scheme must

- have been granted convention refugee status, programme refugee status or subsidiary protection status in Ireland or be an Irish citizen, and
- be currently living in Ireland and complete the IHAP proposal on behalf of their family member that wishes to join them in Ireland, and
- be a person of good character.

The scheme is only open to proposed beneficiaries who do not already qualify for family reunification under the terms of the International Protection Act 2015. The proposed beneficiaries must be nationals of one of the top 10 list of major refugee-generating countries based on the UNHCR Annual Global Trends Report (please see above).

#### **Policy Changes**

The second HSE National Intercultural Strategy, which is due to be published shortly, will include a specific section directed to the care and support of women and girls from diverse ethnic backgrounds, including migrants, refugees and asylum seekers.

**Other Activities**

The Akidwa/Royal College of Surgeons in Ireland resource “FGM: Information for health care professionals working in Ireland” was developed with funding from the HSE National Social Inclusion Office. The HSE is committed to continuing to raise awareness of this resource; the guide continues to be funded, circulated and made available. The Irish Family Planning Association (IFPA) is also HSE funded to operate a specialist FGM treatment service

**Target Group**

Women of diverse ethnic backgrounds, including migrants, refugees and asylum seekers

**Objective 6.****Achieve gender mainstreaming in all policies and measures****Other Activities**

€5.2m was made available for 18 projects to assist access the workplace for women distanced from the labour market and to support female entrepreneurship.

**Target Group**

Women distanced from the labour market and female entrepreneurs.

**Policy Changes**

The NSWG 2017-2020 sets out a number of health-related priorities. The Department of Health and the HSE are represented on the NSWG Strategy Committee (led by the Department of Justice and Equality) and participate in implementation of the NSWG, which includes 19 actions which are the primary responsibility of the D/Health and/or the HSE.

These 19 actions include implementation of the National Maternity Strategy, the National Dementia and Carers Strategies, the National Sexual Health Strategy, the National Breastfeeding Action Plan, the National Women and Infants Health Programme, the National Physical Activity Programme and the National Healthy Childhood Programme and addressing the harm resulting from tobacco, drug and excessive alcohol use. Actions also include improvements to perinatal mental health services and various screening and vaccination programmes (e.g., widening of eligibility for BreastCheck and campaigns to increase the uptake of the HPV vaccine) and planned Legislative Changes regarding surrogacy and assisted human reproduction.

The Social Inclusion and Community Activation Programme (SICAP) in Ireland requires local development companies (LDCs) to comply with the Irish Human Rights and Equality Commission Public Sector Duty. This places a responsibility on LDCs to promote equality, prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans. Gender equality forms an integral part of the corporate governance and contract management structure. Documentary evidence of equality and diversity regarding the activities of LDCs must be available for review, e.g. company equality and diversity policies, disability access audits on all SICAP offices, examples of equal opportunities in advertising for staff, extracts regarding equality and diversity on the company website, etc.

**Other Activities**

**Men’s and Women’s Health Action Plans:** The National Men’s Health Action Plan, 2017-2021, which aims to work with men in Ireland to achieve optimum health and wellbeing and to address health inequalities experienced by men, was published recently.

Similarly, the Department of Health and the HSE are strengthening partnership work with the NWCI

in identifying and implementing key actions to address the particular physical and mental health needs of women and girls in order to advance the integration of their needs into existing and emerging health strategies, policies and programmes. Preliminary work has been carried out with regard to development of an Action Plan for Women's Health; further meetings will be held in early September.

**Monitoring and Evaluation:** The Department of Health has managed the annual Healthy Ireland Survey since 2014. The survey interviews approximately 7,500 individuals each year and provides an up-to-date picture of the nation's health, providing data on a diverse range of health behaviours and outcomes, including the prevalence of smoking and alcohol use, obesity, diet, activity levels, chronic conditions, breastfeeding, mental health and health service utilisation patterns.

The Department of Health also oversees the Health Behaviours in School Children survey and is kept updated on other surveys carried out or funded by partners, stakeholders and/or other Government agencies (e.g. the Irish Longitudinal Study on Ageing (TILDA), the Irish Sport Monitor, the Children's Sport Participation and Physical Activity Study (CSPPA)). All of these studies collect data by gender, thus providing baselines and incremental data on gender differences which can be used to inform policy.

#### **Target Group**

Residents of Ireland

Local Development Companies implement initiatives which explore gender equality and gender mainstreaming at a local level. This includes delivering gender equality awareness training and holding fora which probe and highlight gender mainstreaming at a local level in all walks of life.

The Social Inclusion and Community Activation Programme (SICAP) is referenced in the *National Strategy for Women and Girls 2017-2020: Creating a Better Society for All*, the Department of Justice and Equality. In the context of supporting a greater focus on women's participation and gender issues at community level, SICAP provides key supports to those most in need in local communities, including disadvantaged women, Traveller and Roma women and women with disabilities in all Local Authority areas throughout Ireland.

As part of its core aim to improve social inclusion, SICAP aims to counteract discrimination in its own internal practices and fosters the equality principles set out in the Public Sector Duty and the Equal Status Act. Local Development Companies treat disadvantaged individuals and groups fairly and equally and no less favourably, specific to their needs, and ensure active gender mainstreaming in all their policies and measures.

The Department of Education in Ireland has committed to a number of actions under the National Women's Strategy 2017-2020. These include:

- Produce a National STEM Education Policy Statement along with a detailed implementation plan with responsibilities and timelines clearly outlined - this action was achieved in November 2017.
- Review the existing research base on barriers to the uptake of STEM careers by females including subject uptake at post-primary level.
- Commence guidelines for promotion of STEM careers to young people and parents (of primary and post primary children), in conjunction with Science Foundation Ireland, parents,

guidance counsellors, higher education institutions, the further education sector, students and industry, having particular regard to gender imbalance. The guidelines should take account of exemplars of best practice and resource implications.

- Implement relevant actions in the National Physical Activity Plan to support increased participation by women and girls in physical activity, including the development of programmes to address transitions and drop out from physical activity and sport.

**Target Group**

5 – 18 year olds

<b>ITALY</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Policy Changes**

- Within the framework of the restricted action grants to support national information, awareness-raising and education activities aimed at preventing and combating violence against women, issued by the European Commission in August 2016, in December 2016, the CREATIVE (Changing Relationships through Education and Awareness Towards ending Violence against women) project developed by the Department for Equal Opportunities of the Italian Presidency of the Council of Ministers was awarded.

The main objective of the project is to elaborate, develop, produce and widely disseminate, for the first time in Italy, a comprehensive multi-target educational and awareness campaign on eliminating violence against women and combating gender stereotypes having a strong impact on the general public and being able, through targeted actions, to reach and increase the awareness of the future generations of women and men about the problem.

The project is aimed at promoting the necessary cultural change by deeply involving on the one hand, the educational and school system and, on the other, the Italian football fans and the general public, through the development and implementation of activities in schools addressing children and youth from 3 to 19 years of age (as well as their parents and teachers), and the production of a TV advert mainly addressing men and boys to be disseminated through the main media platforms working on football (the Italian major league stadiums, TV programmes on football and during TV football matches, etc.), as well as in social media and traditional media channels.

The project activities started formally on 1 February 2017 and are currently ongoing.

- In December 2016, the Department for Equal Opportunities also launched a Call for Proposals entitled "In estate si imparano le Stem. Campi estivi di scienze, matematica, informatica e coding" (In summer, youngsters learn STEM. Summer Camps on Science, Mathematics, IT and Coding). The call addresses primary and secondary schools and was issued within the framework of a broader programme of initiatives to promote equal opportunities and combat gender stereotypes in schools, which was developed in collaboration with the Italian Ministry of Education, University and Research, with a view to encouraging youngsters to learn STEM. 1,067 are the schools all over the national territory that have applied for funding. The total amount allocated for this call is 2,060,052.49 euros, through which 209 schools have been funded.

The call is aimed at financing the organisation by schools of summer camps lasting at least two weeks and providing in-depth courses on mathematics, science and technology, IT, and coding, for female (especially) and male students of primary and secondary schools.

As a consequence of the great success gained by the summer camps in 2017, the Department for Equal Opportunities of the Italian Presidency of the Council of Ministers has decided to re-launch the initiative by allocating 3 million euros for the schools willing to organise summer camps for children on the above-mentioned topics in 2018 and 2019.



**Target Group**

Children from 3 years of age, adolescents, students and youngsters in general.

**Objective 2.****Prevent and combat violence against women and domestic violence****Policy Changes**

The new National Action Plan against Gender-Based Violence (the so-called National Strategic Plan on Male Violence against Women 2017-2020) was adopted on 23 November 2017. The plan, which is fully in line with the main national and international standards, including the Istanbul Convention and the G7 Roadmap for a Gender-Responsive Economic Environment, has been elaborated in collaboration with civil society and focuses on the four dimensions of prevention, protection, prosecution and integrated policies.

The plan also aims at promoting women's economic empowerment and full employment, in the conviction that their social and economic empowerment contributes to reduce their vulnerability to all forms of violence. Vice versa, an increased access of women to employment, financial resources and economic independence allows them to escape violent relationships and re-build their lives.

The plan adopts a victim-centred approach and involves all the competent public administrations working to prevent gender-based violence, protect its victims and punish its perpetrators.

The plan provides for:

- Innovative training courses for, *inter alia*, municipal police and social workers.
- Actions on types of gender-based violence that had not been included in the previous plan, such as economic violence.
- Sustainable actions for the rehabilitation of perpetrators.
- Specific actions for children involved in violent family relations (orphans of domestic crimes, etc.).
- Innovative actions for women victims of violence and multiple discrimination.
- A specific focus on migrant women victims of violence (both asylum seekers and resident in Italy).
- A specific focus on forced marriages and female genital mutilation.
- The establishment of a monitoring and evaluation system of the Plan based on concrete indicators for each commitment envisaged in the document.

The total allocation of the plan for 2018 is over 35 million euros.

Furthermore, the Presidency of the Council of Ministers - Department for Equal Opportunities issued a new national call for proposals for the financing of projects aimed at supporting:

- 1) Treatment programmes for perpetrators.
- 2) Innovative actions for the entry into the labour market of women victims of violence.
- 3) The strengthening of anti-violence centres' capacity to assist and support women victims of multiple discrimination and serious vulnerability.
- 4) The strengthening of the capacity of anti-violence centres to assist and support migrant women.
- 5) Experimental actions for women victims of economic violence.
- 6) Prevention actions, such as projects to increase public awareness on the topic at the local level through the carrying out of communication campaigns, educational initiatives, as well as cultural, artistic and sport activities.

The Call for Proposals envisages a total amount of 10,275,000 euros.

In 2017, the Presidency of the Council of Ministers - Department for Equal Opportunities published the Public Call for Proposals for the financing of a service aimed at drafting ad hoc guidelines for the early identification of victims – often young and very young girls – of female genital mutilation or other harmful or discriminatory practices coming from countries such as Eritrea, Ghana, Mali, Nigeria and Somalia,.

The beneficiaries of the service will be operators working in the First Aid and Reception Centres (Centri di primo soccorso e accoglienza - CPSA), in Reception Centres (Centri di accoglienza - CDA) and in the Reception Centres for asylum seekers (Centri di accoglienza per richiedenti asilo - CARA).

The Guidelines which were published in December 2017 provide adequate information and training tools to all operators working in the above-mentioned centres where women asylum seekers or those having international protection and coming from countries at risk of FGM or other harmful practices are assisted.

#### **Target Group**

Women victims of gender-based violence, perpetrators, girls potential victims of FGM, shelters, schools, operators working in the field and all the relevant stakeholders.

#### **Objective 5.**

##### **Protect the rights of migrant, refugee and asylum-seeking women and girls**

#### **Policy Changes**

On the occasion of the EU Anti-Trafficking Day, on 18 October 2017, the Department for Equal Opportunities launched a new awareness campaign (TV advert) aimed at increasing knowledge of the National Toll-free Anti-Trafficking number 800 290 290. The campaign is available free of charge at <http://www.pariopportunita.gov.it/materiale/campagne-di-comunicazione-ue/>.

#### **Target Group**

Migrant women victims of human trafficking and the general public.

#### **Objective 6.**

##### **Achieve gender mainstreaming in all policies and measures**

#### **Legislative Changes**

In 2017, the Italian Minister of Economy and the then Undersecretary of State in charge of Equal Opportunities signed a specific Decree on Gender Budgeting within the framework of the state budget. Following the entry into force of the Decree, the impact of public policies on women and men will be able to be assessed in order to monitor gender inequalities in pay, services, time and unpaid work. In compliance with the Decree, the administrations will have to report all the undertaken actions to close the existing gaps between women and men. Further information and first results are available at [http://www.rgs.mef.gov.it/Documenti/VERSIONE-I/Attivit--i/Rendiconto/Bilancio-di-genere/Executive\\_summary\\_and\\_main\\_results.pdf](http://www.rgs.mef.gov.it/Documenti/VERSIONE-I/Attivit--i/Rendiconto/Bilancio-di-genere/Executive_summary_and_main_results.pdf).

#### **Policy Changes**

In May 2018, the Presidency of the Council of Ministers – Department for Equal Opportunities, within the framework of financing granted under the European Structural Funds, started a new project entitled “Metodi e strumenti valutativi per il mainstreaming di genere”(Evaluation methods and tools for gender mainstreaming). The project is aimed at providing methodological, operational and governance indications, in order to mainstream the gender dimension in the evaluation of actions implemented within the framework of the public investment programmes.

<b>LUXEMBOURG</b>
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**Objectif 1.****Prévenir et combattre les stéréotypes de genre et le sexisme****Changements législatifs****Adoption parlementaire du projet de loi relative à la modification de la mention du sexe et du ou des prénoms à l'état civil**

En date du 25 juin, la Chambre des Députés a voté à une très large majorité la loi relative à la modification de la mention du sexe et du ou des prénoms à l'état civil et portant modification du Code civil. Cette nouvelle loi facilite et simplifie l'accès à la procédure de modification du sexe et d'un ou de plusieurs prénoms à l'état civil. L'un des aspects très positifs de la loi est le principe d'une procédure administrative et non plus judiciaire, mis à part certaines exceptions.

La loi met ainsi en œuvre un volet important de la résolution 2048 (2015) du Conseil de l'Europe sur « La discrimination à l'encontre des personnes transgenres en Europe », qui recommande l'instauration d'une procédure rapide, transparente et accessible. Un point essentiel de la loi est qu'à l'avenir, il ne sera plus nécessaire de présenter une attestation psychiatrique ni d'apporter la preuve de traitements médicaux. Cela correspondait à une demande de longue date des organes internationaux de défense des droits humains ainsi que du milieu associatif, et permet d'assurer un meilleur respect de l'intégrité physique et psychique des personnes.

La présentation d'une attestation psychiatrique était vécue par une partie des personnes comme humiliante, en l'absence de maladie psychique. Dans le projet de Classification internationale des maladies, 11e version, de l'Organisation mondiale de la santé (OMS), les troubles de l'identité de genre sont d'ailleurs retirés de la liste des maladies mentales. Dans ce contexte, il faut souligner l'engagement du gouvernement dans le but de garantir qu'à l'avenir, la prise en charge des soins de santé afférents continuera à être effectuée. Cette prise en charge doit être assurée sans obligation d'avoir consulté d'un-e psychiatre ou d'un-e psychothérapeute et sans le système actuel d'autorisation préalable.

Un aspect-clé de la loi est qu'elle sera applicable aux personnes mineures, selon des modalités précisées dans le texte, ainsi qu'aux personnes étrangères résidant régulièrement au Luxembourg depuis au moins un an. Les personnes luxembourgeoises vivant à l'étranger pourront se présenter devant le consulat luxembourgeois ou la section consulaire de l'ambassade luxembourgeoise compétente selon leur lieu de résidence.

Un dossier administratif devra être constitué et envoyé au Ministre de la Justice. Le système d'auto-déclaration prévu dans le projet de loi initial a été remplacé par un système de preuve par possession d'état pour tenir compte d'une objection formelle du Conseil d'Etat.

**Autres activités****Campagne « Changez de perspective »**

En février 2018, le ministère de l'Égalité des chances a présenté les grands traits de la stratégie du gouvernement en vue de contrer les stéréotypes qui persistent dans le domaine des différents rôles perçus pour les hommes et les femmes dans notre société. La ministre avait présenté la nouvelle campagne de sensibilisation et d'information du ministère de l'Égalité des chances tendant à remettre en question les stéréotypes sexués dans notre société. Cette campagne utilise la symbolique du mur pour montrer l'effet contraignant et néfaste des stéréotypes ainsi que d'un

marteau, servant à se libérer de cette vision astreignante.

<http://mega.public.lu/fr/societe/changez-de-perspective/index.html>

Dans ce contexte la ministre Lydia Mutsch avait insisté sur le fait que les perceptions encore bien répandues dans la société, de ce qui est supposé être une profession « typique », voire « atypique » pour une femme ou un homme, continuent à avoir une grande influence sur l'orientation professionnelle des jeunes. Les enfants se voient confrontés à des stéréotypes sexués dès leur plus jeune âge.

En vue de contrer à ce constat, le ministère avait lancé une série de livrets "PIXI" pour enfants en 2017. Février 2018, Lydia Mutsch avait présenté le deuxième livret de cette série, qui traite justement de l'ouverture de l'orientation professionnelle, libre de toute vision limitée par des préconceptions sur des professions « masculines » ou « féminines ».

Malheureusement les stéréotypes et préjugés ne s'arrêtent pas là. C'est pourquoi le ministère avait placé le programme prévu à l'occasion du 8 mars 2018 - Journée internationale des femmes - sous la thématique de la lutte contre les préjugés à la base des inégalités entre hommes et femmes. Ainsi, les classes d'élèves et d'étudiant-e-s du Grand-Duché pouvaient s'inscrire en vue de participer, ce jour-là, à des workshops thématiques, organisés dans un lycée à Luxembourg-Ville. En parallèle, une conférence et une table-ronde sur le sujet était organisé en parallèle au Centre pour la promotion des arts.

#### **Livrets PIXI**

Les livrets Pixi sont nés à Hambourg en Allemagne en 1954, à la maison d'édition Carlsen. Ils ont une longue tradition non seulement dans leur pays d'origine mais aussi au Luxembourg. Ces livres d'images avec des histoires courtes sont destinés aux petits enfants et ont eu un énorme succès. Ils sont devenus très populaires chez les petits enfants, leurs familles et les écoles. Le protagoniste principal de ces livrets s'appelle Pixi et fait partie des personnages les plus connus de la maison d'édition Carlsen, parmi lesquels on peut aussi citer Petzi, Conni, Max, et bien d'autres encore.

#### *Briser les clichés*

Une des missions principales du Ministère de l'Égalité des chances (MEGA) est de lutter contre les stéréotypes de genre. Actuellement, ces stéréotypes des différents rôles perçus pour les hommes et les femmes persistent encore dans notre société et s'enracinent dans les esprits des citoyens et aussi des enfants. L'idée de communiquer le concept de l'égalité entre les hommes et les femmes dès un plus jeune âge a débouché sur une collaboration entre le MEGA et la maison d'édition Carlsen. Cette collaboration a donné lieu à la création d'une série de trois livrets Pixi qui ont pour but de briser les clichés de ce qui est censé être « féminin » ou « masculin » chez les petits enfants.



*La Pixi-trilogie*

En 2017, fut la sortie du premier livret de la série de trois « Maman est bourgmestre ». Le but de cette première édition, qui raconte l'histoire de Lea dont la mère est bourgmestre, a été de déstigmatiser les idées préconçues de ce qui est une profession « typique » ou « atypique » pour hommes ou pour femmes tout en sensibilisant les enfants à la vie politique et d'encourager un engagement plus grand des femmes dans ce même domaine.

La deuxième édition « Moi aussi je peux le faire ! » raconte l'histoire de deux enfants, frère et sœur, Eric et Elena, en thématissant les stéréotypes de genre des enfants, des parents et des amis dans la vie privée ainsi que dans la vie professionnelle.

Et pour la dernière édition, le troisième livret « Papi se met au sport » parle du petit Luca qui part en randonnée avec son grand-père pendant les vacances d'été. Ce dernier se rend vite compte qu'il n'est plus à sa meilleure forme physique, ce qui introduit les sujets de la santé, du sport et de l'alimentation à celui de l'égalité des sexes.

Cette trilogie constitue avec le jeu de mémoire « MEGA-Spill », le matériel éducatif dans la politique de l'égalité des femmes et des hommes du MEGA.

**Conférence Genre et Education (5-6 juillet 2018)**

Dans le cadre de la Présidence Luxembourgeoise du Sommet de la Grande Région 2017/2018, le ministère de l'Égalité des chances luxembourgeois avait organisé, le 5 et le 6 juillet 2018 au Domaine Thermal de Mondorf-les-Bains, une grande conférence internationale au sujet de « L'Égalité entre les genres dans l'éducation dans une approche comparative entre la France, la Belgique, l'Allemagne et le Luxembourg ». Cette conférence avait rassemblé des femmes et hommes politiques, des expert-e-s et de représentant-e-s des régions et communautés regroupés au sein de la Grande Région, spécialisés dans les domaines de l'égalité entre femmes et hommes et de l'éducation pour discuter de la nécessité d'intégrer davantage les aspects de l'égalité entre les genres dans les systèmes éducatifs respectifs. Les thèmes abordés au cours des deux journées tournaient, entre autres, autour des questions clés suivantes :

Comment mieux intégrer et enseigner les thèmes autour de l'égalité des genres dans nos systèmes éducatifs ? Quels sont les outils à disposition des enseignants pour arriver à cette fin ?

Comment mieux préparer les enseignant-e-s à cette matière ?

Quel est l'impact du fait que la profession de l'enseignant-e est majoritairement exercée par des femmes ?

Quelle est l'influence que peuvent exercer les stéréotypes sexués sur les jeunes étudiant-e-s lors du choix de leurs études, voire leur future profession ?

Y a-t-il encore des études et professions dites « typiques » pour un sexe plutôt que pour l'autre et si oui, que pourrait-on faire afin de rendre ces branches plus attrayantes pour le sexe sous-représenté ?

Les réflexions, l'échange de bonnes pratiques et la coopération transfrontalière dans ces domaines constituent un premier pas dans la direction d'une meilleure structuration des systèmes éducatifs au sein de la Grande Région.

<http://mega.public.lu/fr/actualites/2018/07/gender-and-education/index.html>

**Groupe cible :**

Grand public, ONG, jeunesse, media

**Objectif 2.****Prévenir et combattre la violence à l'égard des femmes et la violence domestique****Changements législatifs****Ratification de la Convention d'Istanbul**

En date du 3 juillet 2018, la Chambre des députés a adopté le projet de loi portant approbation de la convention d'Istanbul sur la prévention et la lutte contre la violence à l'égard des femmes et la violence domestique. Il s'agit de la première convention internationalement contraignante qui, grâce à son approche intégrée et multidisciplinaire, couvre toutes les formes de violence faites aux femmes et filles ainsi qu'aux hommes et garçons. La convention considère la violence faite aux femmes comme une infraction aux droits de l'homme et une entrave au principe d'égalité entre hommes et femmes.

La ministre de l'Égalité des chances, Lydia Mutsch, a souligné que la convention se focalise « sur les aspects essentiels de la prévention, la protection des victimes, la poursuite des auteurs, l'incrimination des actes de violence, la collecte de données statistiques, la protection des personnes vulnérables dans le contexte de l'immigration et de l'asile et finalement sur la coopération internationale ». Le Luxembourg dispose d'une législation et d'un cadre social et psychosocial solides, complétés par de nombreux projets de sensibilisation et campagnes d'information en relation avec la violence domestique et la violence basée sur le genre. Dans le contexte de la ratification de la convention d'Istanbul, Lydia Mutsch salue tout particulièrement l'amélioration et la généralisation de la prise en charge des enfants, victimes ou témoins, de violence domestique.

**Autres activités****Orange Week**

Du 19 au 26 novembre 2017, le ministère de l'Égalité des chances et la section luxembourgeoise du Zonta International avaient organisé pour la première fois une « Orange Week » au Luxembourg dans le cadre du projet UNiTE de l'ONU. Cette campagne a été lancée en 2008 par son secrétaire général dans le but de sensibiliser le grand public par rapport à la violence envers les femmes et les filles et pour mettre fin à la violence sexiste. Depuis lors, ONU Femmes invite tous les gouvernements, ONG, individus, les médias et le secteur privé de s'unir autour de ce thème à l'occasion de la Journée internationale contre l'élimination de la violence à l'égard des femmes célébrée le 25 novembre de chaque année.

À cet effet, la ministre de l'Égalité des chances, Lydia Mutsch, avait lancé en septembre 2017 un appel public pour que des institutions publiques, ONG, associations, entreprises privées et banques se rallient à cette initiative à travers l'organisation de divers projets:

- l'illumination par la couleur orange des bâtiments publics, monuments, lieux touristiques ou des sièges et bâtiments d'entreprises privées, comme symbole visible de l'engagement des pouvoirs publics et du monde économique et financier luxembourgeois contre ce fléau sociétal;
- la participation à la « Marche Orange » publique de solidarité avec les toutes les filles et femmes victimes de violence est planifiée à l'occasion de la Journée internationale contre la violence à l'égard des filles et des femmes, le 25 novembre 2017 à partir de 11 heures au centre de la ville de Luxembourg;
- l'organisation d'activités autour du sujet de la violence à l'égard des filles et des femmes (conférence, soirée-débat, exposition, soirée cinématographique, soirée de lecture, etc.) ;



- l'organisation d'autres activités dont le bénéfice revient à la section luxembourgeoise du Zonta International, qui finance par la suite des projets et initiatives d'organisations nationales et internationales actives dans le domaine de la lutte contre la violence à l'égard des filles et des femmes;
- la mise à disposition d'infrastructures (salle de conférence, foyer, surface d'exposition, etc.) afin de pouvoir organiser un évènement dans le contexte de l'« Orange Week »;
- la réalisation d'un don au compte de la section luxembourgeoise du ZONTA International qui finance par la suite des associations et des organisations nationales et internationales actives dans le domaine de la lutte contre la violence à l'égard des filles et des femmes.

Pas moins que 38 institutions publiques, associations et organisations non-gouvernementales, banques et entreprises privées se sont ralliées au ministère de l'Égalité des chances et au Zonta Luxembourg pour mettre sur pied un programme de qualité pour informer et sensibiliser en matière de violence à l'égard des femmes.

Au programme de l'« Orange Week 2017 » figuraient des expositions, des soirées de cinéma, des conférences publiques, des débats avec des adolescents, des formations pour travailleurs sociaux, des cours d'autodéfense, l'illumination orange de bâtiments ainsi que la grande « Marche Orange » du 25 novembre 2017 au centre de la Ville de Luxembourg à l'occasion de la Journée internationale pour l'élimination de la violence à l'égard des femmes. Par ailleurs, certains partenaires ont choisi d'organiser des évènements internes pour leur personnel, tel que des petits déjeuners thématiques (Morning Buzz), des table-ronde avec des expertes travaillant dans le domaine de l'encadrement des victimes, la mise à disposition d'information via leurs sites internet ou encore la collecte de dons.

<http://mega.public.lu/fr/actualites/2017/11/conference-de-presse-orange-week/index.html>

**Groupe cible :**

Grand public, ONG, Institutions publiques

**Objectif 4.**

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

**Changements politiques**

**Campagne de mobilisation en vue des élections communales d'octobre 2017**

En vue de soutenir un effort national en vue d'augmenter la part du sexe sous-représenté dans le domaine de la politique, le ministère de l'Égalité des chances, avec ses partenaires, avait décidé de sensibiliser le grand public à ces enjeux.

Une campagne commune, lancée en deuxième moitié du mois de mars 2016 a pour but de mobiliser la population du Grand-Duché pour s'activer pour plus d'égalité entre hommes et femmes dans la politique locale. Elle s'étendait sur 18 mois et se déclinait dans plusieurs phases pour informer, mobiliser et soutenir les futur-e-s candidat-e-s sur les listes électorales.

Afin d'atteindre ce but, la campagne se subdivisait dans trois volets distincts dont le premier servait de prise de conscience de la situation actuelle d'une flagrante inégalité entre femmes et hommes et incite et souligne de cette manière le besoin d'agir. Ceci se traduisait traduit en images par un visuel



correspondant. Un rideau de cabine d'élection laissait entrevoir les pieds et jambes d'une femme et des informations pertinentes et actuelles sur la mixité entre femmes et hommes s'affichent sur le rideau. Il y avait toujours un renvoi sur le site thématique dédié à la campagne.

Le ministère de l'Égalité des chances avait mis en ligne un site internet thématique, dédié à cette campagne, sur laquelle on trouvera de nombreuses informations sur les ateliers thématiques organisés par le SYVICOL dans les 4 coins du pays, un fil rouge expliquant les démarches à suivre en vue de se présenter en tant que candidat-e potentiel-le pour les élections, et une hotline téléphonique afin de répondre immédiatement aux questions liées à cette thématique. Le site était aussi alimenté, au fur et à mesure, par des témoignages audiovisuels de personnes plus ou moins connues, ayant suivi un parcours similaire.

Bien que le site internet représentait l'élément central de la campagne, celle-ci ne s'arrêtait pas là. Il y avait aussi une présence multi-médiatique conséquente à travers des annonces dans la presse au « bannering » sur les sites web les plus consultés au Luxembourg, par des spots et clips radio et audio-visuels diffusés dans les cinémas et à la télévision.

La troisième phase de la campagne offre la conclusion logique en montrant le rideau tout à fait ouvert avec une femme portant l'écharpe d'insigne, symbole de l'exercice du mandat politique, accompagné de la phrase: « En politique le costume va aussi bien à une femme qu'à un homme »

Afin de stimuler le débat à ce sujet dans la société, le MEGA avait recueilli des témoignages personnels auprès de diverses personnalités connues et reconnues au Luxembourg. Par leur soutien personnel et individuel, ces témoins expriment chacun et chacune leurs propres raisons pour lesquelles un bon équilibre entre les sexes est indispensable en politique.

[www.wieltegaliteit.lu](http://www.wieltegaliteit.lu)

[www.votezegalite.lu](http://www.votezegalite.lu)

<http://mega.public.lu/fr/espace-presse/dossiers-presse/2017/Defi-de-taille-phase-3--teemoignages/index.html>

**Groupe cible :**

Partis politiques, Grand Public.

**Objectif 5.**

**Protéger les droits des femmes et des filles migrantes, réfugiées et demandeuses d'asile**

**Autres activités**

Dans le cadre d'une coopération entre le ministère de l'Égalité des chances et le ministère de la Famille et de l'Intégration, un module de formation est proposé depuis 2016 aux demandeurs et demanderesse de protection internationale (DPI) renseignant sur la situation légale des droits de l'Homme au Luxembourg, y compris les droits des femmes. Un accent est particulièrement mis sur la loi modifiée sur la violence domestique. Notons également que l'Office Luxembourgeois de l'Accueil et de l'Intégration (OLAI) prévoit un encadrement socio-éducatif complet aux profits des demandeurs et demanderesse de protection internationale, y compris des consultations pour femmes prestées par l'ONG Planning Familial qui est conventionné avec le ministère de la Santé.

<http://www.olai.public.lu/fr/accueil-integration/encadrement/encadrement-socio-educatif/index.html>

**Groupe cible :**

Demandeurs et demanderesse du statut de protection internationale (DPI).

**Objectif 6.****Intégrer les questions d'égalité entre les femmes et les hommes dans toutes les politiques et mesures****Changements politiques**

Le plan d'égalité des femmes et des hommes 2015-2018 expirera prochainement. Lors de la réunion du Conseil de gouvernement du 25 juillet 2018, les ministres ont pris acte du rapport final de mise œuvre du plan d'égalité des femmes et des hommes 2015-2018 qui indique que 93.7% des mesures contenues dans le plan d'égalité des femmes et des hommes 2015-2018 sont réalisées, en cours de réalisation ou ont un caractère permanent. La mise en œuvre du plan précité est suivie par le Comité interministériel à l'égalité des femmes et des hommes. Le plan contient à la fois des priorités politiques du ministère de l'Égalité des chances mais également une multitude d'actions proposées par les autres départements ministériels en matière d'égalité des hommes et des femmes.

<http://mega.public.lu/fr/publications/publications-ministere/2015/pan-egalite-2015/index.html>

**Groupe cible :**

ONG, Institutions et administrations publiques.

<b>MALTA</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Legislative Safeguards**

Malta's *Equal Treatment in Employment Regulations* puts the principle of equal treatment in employment into effect by laying down minimum requirements to combat discriminatory treatment on the grounds of religion, disability, age, sex, sexual orientation, and racial or ethnic origin. These regulations are applicable through all the stages of employment life, such as access to employment and vocational training, retraining, practical work experience, and employment conditions.

In recognition of the value of care and domestic work provided by informal carers, the majority of whom are women, single persons under pensionable age can apply for a carers' allowance if they are taking care of their relatives on a full-time basis. This allowance is subject to a means test and maximum rate of €91.17 per week. Single or married persons under the pensionable age can apply for an increased carers' allowance if they are taking care of close relatives on a full-time basis in the same residence. This allowance is not subject to any form of means test and amounts to €141.75 per week.

**Other Activities**

Malta's National Commission for the Promotion of Equality (NCPE) worked to combat gender stereotypes on the roles of women and men through a number of initiatives, which were concluded in December 2017, aimed at increasing awareness on the importance of men's role in gender equality and on the benefits of family-friendly measures for both women and men.<sup>4</sup> Sharing of family and domestic responsibilities and awareness of various types of family-friendly measures were accentuated:

- A roving exhibition van was placed in six post-secondary and tertiary educational institutions whereby male students were asked for their feedback on the topics of the project which was subsequently uploaded on the NCPE's Facebook page. In total, 900 students were reached.
- Students participated in a drama activity entitled 'Theatre in Education' with the aim of challenging notions tied to traditional roles of men and women. Over 2,000 secondary school students participated in 22 performances.
- Consultation/training sessions were provided to employers with the aim of raising awareness on the benefits of family-friendly measures and the need for the implementation of an inclusive policy that does not discriminate in the recruitment procedure offering equal opportunities to both women and men employees.
- A business breakfast was organised for employers to discuss family friendly measures (FFMs) and flexible working arrangements.
- An event for post-secondary and tertiary students entitled '*Equality beyond Uni*' was held at the University of Malta in November 2017 including the screening of the movie 'Burning Bikinis', a photo exhibition and music.
- An open air event was organised for the general public with the aim of counteracting gender stereotypes in the Maltese language.
- An online social media campaign raised awareness on the topics addressed by the project.

The NCPE gave 34 consultation/training sessions covering the issue of sex/gender and family

<sup>44</sup> These initiatives are carried out as part of the EU co-funded project *JUST/2014/RGEN/AG/GEND/7785 Equality beyond Gender Roles*.

responsibilities in 2017. These sessions provided further information on the rights and responsibilities related to work-life balance and were delivered to 594 employers.

The NCPE published two newsletters on:

- gender segregation in the labour market and education, including the influence of gender stereotyping
- the gender pay gap.<sup>5</sup>

In addition, the NCPE organised a campaign on the gender pay gap in Malta, *PayMeEqually*, that was carried out in October and November 2017. Throughout this campaign, the NCPE participated in TV and radio programmes, issued regular posts on the social media and published articles on the topic.

The NCPE is contributing to combating gender stereotyping through raising awareness via articles, press releases, participation in TV and radio programmes and the utilisation of social media as well as consultation/training sessions on gender equality and FFMs to stakeholders.

## Objective 2.

### Prevent and combat violence against women and domestic violence

#### Legislative Changes

In April 2018 the *Gender-based Violence and Domestic Violence Act* became law. It makes provisions for the substantive articles of the Istanbul Convention to become enforceable as part of the laws of Malta; promotes and protects the right of everyone to live free from violence in both the public and private sphere; repeals the Domestic Violence Act (Cap. 481) and the Council of Europe Convention on Prevention and Combating of Violence against Women and Domestic Violence (Ratification) Act (Cap. 532) and makes consequential and other amendments to various other laws.<sup>6</sup>

#### Policy Changes

The Government also launched a national strategy (January 2017 to December 2018), that addresses gender-based violence and domestic violence, that is being implemented by various entities and stakeholders. The strategy highlights that gender-based violence and domestic violence are a societal problem not just the victim's.<sup>7</sup>

#### Other Activities

The Gender-based Violence and Domestic Violence Act strengthens the legal provisions associated with crimes relating to gender-based violence and domestic violence, including rape, sexual harassment and stalking, and also introduces harsher penalties for perpetrators of violence. Furthermore, it fortifies existing mechanisms for the protection of victims, while introducing new systems for the protection of victims in urgent situations. Moreover, the Act has also established the Commission on Gender-based Violence and Domestic Violence with a wider remit.<sup>8</sup>

The NCPE organised a conference in 2018 celebrating International Women's Day focusing on sexual harassment at the workplace and in social spheres. Information on the topic was disseminated to participants, and discussions were held with different stakeholders.<sup>9</sup>

The NCPE gave 32 consultation/training sessions covering the issue of sexual harassment from

<sup>5</sup> [https://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Newsletter/NCPE\\_newsletter\\_issue\\_9.pdf](https://ncpe.gov.mt/en/Documents/News_and_Events/Newsletter/NCPE_newsletter_issue_9.pdf)  
[https://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Newsletter/NCPE\\_Newsletter\\_no8.pdf](https://ncpe.gov.mt/en/Documents/News_and_Events/Newsletter/NCPE_Newsletter_no8.pdf)

<sup>6</sup> <https://parlament.mt/media/93866/act-xiii-gender-based-violence-and-domestic-violence-act.pdf>

<sup>7</sup> [https://meae.gov.mt/en/Documents/GBV\\_DV%20Strategy%20and%20Action%20Plan%20publication.pdf](https://meae.gov.mt/en/Documents/GBV_DV%20Strategy%20and%20Action%20Plan%20publication.pdf)

<sup>8</sup> [https://meae.gov.mt/en/Pages/Media/Press\\_Releases/PR181010.aspx](https://meae.gov.mt/en/Pages/Media/Press_Releases/PR181010.aspx)

<sup>9</sup> [https://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Press\\_Releases/2018/PR\\_%20IWD\\_2018\\_EN.pdf](https://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2018/PR_%20IWD_2018_EN.pdf)

October 2017 to July 2018. These sessions provided further information on the rights and responsibilities related to sexual harassment to a wide range of participants including, employers and employees in the public and private sectors, union officials, students and asylum-seekers.

### Objective 3.

#### Ensure the equal access of women to justice

##### Envisaged Legislative Changes

The NCPE will be widening its remit and strengthening its investigative and sanctioning powers once the two draft bills – the *Equality Bill* and the *Human Rights and Equality Commission Bill* – are enacted. These bills were discussed in an international setting on 24 May 2018 at the Human Rights and Equality Conference organised by the Ministry for European Affairs and Equality (MEAE). It is envisaged that these acts will transform the NCPE into a Human Rights and Equality Commission.<sup>10</sup> Moreover, in May 2018, Minister Helena Dalli declared that an extensive process of consultation took place to ensure that once enacted, these bills would strengthen Malta's commitment to combat discrimination and enhance equality. In fact, the new commission would be solely responsible to the parliament and not to the government in order to be wholly independent.<sup>11</sup>

##### Other Activities

The NCPE Commissioner is empowered to initiate investigations on the receipt of a complaint in writing; and to initiate ex-officio investigations on matters related to NCPE's remit.

The NCPE's Annual Conference highlighting the NCPE's work for 2017 which raised further awareness on NCPE's investigative role and on the complaints procedure. In addition, workshops were held to discuss the promotion of equality at the workplace with various stakeholders.<sup>12</sup>

The Maltese Government is committed to ensure that 'equal pay for equal work' is being safeguarded in practice in line with its work on combating gender discrimination in employment. An appropriate structure is being set up in the Department for Industrial and Employment Relations to compile necessary information and investigate complaints of unequal pay.<sup>13</sup>

### Objective 4.

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

##### Other Activities

The Maltese Government is committed to promote gender-balanced representation in political and public life. In fact, in line with the government's programme, various measures have been delineated seeking to address the under-representation of women in these spheres by:

- Discussing positive measures to increase female representation in parliament;
- Promoting balanced representation of women and men in televised debates;
- Ensuring that boards within major entities in the public administration are composed of a minimum of 40% of both sexes.

<sup>10</sup> [https://meae.gov.mt/en/Pages/Media/Press\\_Releases/PR181168.aspx](https://meae.gov.mt/en/Pages/Media/Press_Releases/PR181168.aspx)

<sup>11</sup> [https://meae.gov.mt/en/Pages/Media/Press\\_Releases/PR181168.aspx](https://meae.gov.mt/en/Pages/Media/Press_Releases/PR181168.aspx)

<sup>12</sup> [https://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Press\\_Releases/2018/Annual\\_Conference\\_2018\\_Press\\_Release.pdf](https://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2018/Annual_Conference_2018_Press_Release.pdf)

Various other initiatives have been recently undertaken by different stakeholders:

- A technical committee for the advancement of representative democracy has been set up at a national level on the **introduction of quotas** in politics to address the current democratic deficit;<sup>14</sup>
- The Labour Party in Malta launched the LEAD initiative which aims to train and mentor women so that half of the candidates of the party will be women in the 2027 General Elections;<sup>15</sup>
- Agreement was reached between the two main political parties on changing the working hours of parliament on Wednesdays to ensure that parliamentarians and staff work in a more family-friendly environment;<sup>16</sup>
- The Speaker of the House of **Representatives plans a child care centre** for members of parliament, ministerial aides and staff employed by the parliament.<sup>17</sup>

The NCPE has been working to enhance gender balance in decision-making positions. In this respect, it issued various press statements to encourage political parties to present gender-balanced lists of candidates in the general and local council elections; to highlight measures aimed at reaching gender balance in politics in order to address the current democratic deficit; to welcome the LEAD programme; and to raise awareness on quotas in politics.

The NCPE also continued raising awareness on the online Directory of Professional Women that gives women visibility for appointment to boards and committees as well as to higher positions.<sup>18</sup> Women register their profiles including their credentials, experiences and achievements onto this platform. By June 2018, there were 271 women registered in the Directory.

The NCPE is committed to continue working on this topic in the coming months.

#### Objective 5.

#### Protect the rights of migrant, refugee and asylum-seeking women and girls

##### Other Activities

The Ministry for European Affairs and Equality launched a national Migration Integration Strategy and Action Plan in December 2017.<sup>19</sup> It seeks to ensure that migrants learn about the country's values, standards and culture, which is crucial for structured integration. Moreover, it is aimed to foster the development of skills potential among refugees and migrants and address labour needs in the national economy.

It is within the remit of the NCPE to work to safeguard equal treatment on the grounds of race and ethnic origin in employment, education and vocational guidance, banks and financial institutions as well as the provision and supply of goods and services. In this regard, the NCPE investigates complaints that fall under racial and ethnic origin.

The NCPE uses social media and participates on TV and radio programmes to raise awareness on its functions and work, as well as to convey targeted messages related to racial equality.

<sup>14</sup> <https://www.timesofmalta.com/articles/view/20180608/local/democracy-committee-head-promises-more-consultation.681153>

<sup>15</sup> <http://www.independent.com.mt/articles/2017-07-13/local-news/Prime-Minister-Joseph-Muscat-announces-new-initiative-for-PL-to-have-more-female-candidates-6736176562>

<sup>16</sup> <https://www.gov.mt/en/Government/Press%20Releases/Pages/2017/June/06/PR171409en.aspx>

<sup>17</sup> MaltaToday, August 2017.

<sup>18</sup> <https://ncpe.gov.mt/en/Pages/Directory/Register.aspx>

<sup>19</sup> <https://meae.gov.mt/en/Documents/migrant%20integration-EN.pdf>

Moreover, the NCPE published a press statement to raise awareness on discrimination experienced by refugees, migrants and asylum seekers and the right to equal treatment.<sup>20</sup>

#### **Objective 6.**

#### **Achieve gender mainstreaming in all policies and measures**

##### **Other Activities**

Gender mainstreaming in the public administration is effectively monitored via the compilation of annual reports by various departments and entities. A reporting template is utilised to record the measures and initiatives taken and the progress achieved in gender equality. The NCPE received 116 gender mainstreaming reports in 2018, so far, and 99 in 2017. Upon receiving these reports and analysing them, the 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.

The NCPE provides training on the gender mainstreaming strategy and the respective reporting obligations. Such **training** disseminates 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 October 2017-July 2018, the NCPE gave seven training sessions on gender mainstreaming.

#### **MAIN CHALLENGES:**

The prevalence of gender stereotypes within society influences the roles of women and men in society and may hinder their potential and their opportunities. However, as previously stated, initiatives are in place and are being carried out to combat such an obstacle.

#### **ADDITIONAL COMMENTS**

##### **Legislative Changes**

On 12 July 2017, the parliament approved the Marriage Equality Bill during its third and final reading, making Malta the 25th country in the world, and the 15th in Europe, to approve such a law. This development modernises marriage law through the mainstreaming of equality for all. All couples are free to contract into marriage, be they of the same or a different sex, and also to parent children without having unnecessary references to their gender or biological make-up on their children's birth certificates. This also means that all discrepancies between husband and wife have now been removed. For example, both are now free to take on their partner's surname without distinction. Their offspring would then take on the family surname that the couple chooses on their marriage day.

##### **Policy Changes**

The Government is also planning the introduction of free health services relating to gender identity and sexual characteristics, to facilitate access to treatment for transgender persons. This includes the introduction of legislative instruments to this effect.

The government also rolled out the 'X' *non-binary gender marker* on ID cards and passports. This will be further facilitating the lives of trans and intersex people, as they would no longer be restricted to identifying themselves as male or female on their official documents.

In November 2017, the Council for Women's Rights was established by the Ministry for European Affairs and Equality with a view of addressing gender inequality and strengthening women's rights in

<sup>20</sup> [https://ncpe.gov.mt/en/Documents/News\\_and\\_Events/Press\\_Releases/2018/EU%20MIDIS%20II\\_Press%20Statement.pdf](https://ncpe.gov.mt/en/Documents/News_and_Events/Press_Releases/2018/EU%20MIDIS%20II_Press%20Statement.pdf)



Malta. This Council, composed of 23 representatives from civil society, aims to improve dialogue in this area between Government and civil society.<sup>21</sup>

In 2018, the NCPE awarded the Equality Mark to seven new companies bringing the total to 85 certified companies with over 21,650 employees working in certified conditions.<sup>22</sup> The Equality Mark is a means through which the NCPE encourages companies to adopt policies and practices that foster gender equality. It is awarded to companies that meet a set of criteria, following an assessment carried out by the NCPE. 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 the NCPE's role in this regard.

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<sup>21</sup> [https://meae.gov.mt/en/Pages/Media/Press\\_Releases/PR181206.aspx](https://meae.gov.mt/en/Pages/Media/Press_Releases/PR181206.aspx)

<sup>22</sup> [https://ncpe.gov.mt/en/Documents/Our\\_Publications\\_and\\_Resources/Annual\\_Reports/NCPE%20AR%202016%20Lo%20res.pdf](https://ncpe.gov.mt/en/Documents/Our_Publications_and_Resources/Annual_Reports/NCPE%20AR%202016%20Lo%20res.pdf)

<b>REPUBLIC OF MOLDOVA</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Legislative Changes**

In 2017, a new version of the Audio-visual Code was drafted which included such provisions on gender equality as:

- prohibition of sexist language and gender-based discrimination in the media products;
- a gender quota representation in the management body of the Audio-visual Co-ordination Council (meaning that not more than five of the nine members should be of the same sex). Moreover, the draft code requests that parliament and the office of the presidency nominate two candidates of different sex for each of the vacant positions of Audio-visual Co-ordination Council members, in order to ensure gender equality;
- provides the competence of the Audio-visual Co-ordinating Council to draft regulations/tools on ensuring gender equality in audio-visual media services.

In April 2018, the code was adopted in its first reading by the parliament.

The Audio-visual Co-ordination Council has nine experienced members from professional audio-visual media services, communication and journalism, law, cinema, art, culture, science and research, information technology, advertising and academic activity.

**Other Activities**

- I. In 2017, in the framework of “Women in Politics Programme”, implemented by UN Women and UNDP and two Moldova-based NGOs: Centre “Partnership for Development” (CPD) and East Europe Foundation (EEF), with the support of the Swedish Government, have made a dedicated effort to advance gender-sensitive language used in public life and politics. Following the divergent views in society, including among women in leadership positions, fuelled by the resistance of academia and some state actors, the first ever comprehensive guide on non-sexist language was developed. The in-depth research revealed that in fact 90% of the denominations of public functions have a feminine correspondent in the three major reference dictionaries of the Romanian language, that constitute a resolute argument in the efforts to pursue the Academy of Sciences that is resisting the acceptance of feminine equivalents of professions which are currently enforced for less than 2% of the titles (mainly auxiliary/support jobs), and none for the leadership positions (e.g. president, minister, MPs, mayor, etc.). The guide will be officially launched in autumn 2018.
- II. In August 2018, the Association of Independent Press (API) in partnership with UN Women Moldova launched the “Media Programme Click for Gender Equality”. The five-month programme includes training for journalists and members of the regulatory institutions, a journalistic contest that will culminate with a study visit in one of the European countries with experience and good practices in gender-sensitive journalism. Therefore, as part of the programme, 25 journalists and photojournalists from Moldova will enhance their knowledge on topics related to gender equality - gender-sensitive language, sexism, feminism, harassment, ending violence against women, women's leadership, reflecting gender equality issues, etc.
- III. In the reporting period, the UN Women Moldova country office produced three videos which the aim to promote the three important legal changes made in 2016, namely, addressed

paternity leave, sexist advertising and parity in decision making and politics. Videos were broadcasted on national TV channels and in social networks.

1. **Paternity leave**

ROM: [https://www.youtube.com/watch?v=JxazCF6E1N8&index=13&list=PLW8tTWcbumlc\\_BiH2kuObnNi-AYMkgI0F](https://www.youtube.com/watch?v=JxazCF6E1N8&index=13&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F)

RUS: [https://www.youtube.com/watch?v=tyYn2mwvxc4&list=PLW8tTWcbumlc\\_BiH2kuObnNi-AYMkgI0F&index=15](https://www.youtube.com/watch?v=tyYn2mwvxc4&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F&index=15)

ENG: [https://www.youtube.com/watch?v=gGkLMoOk1iw&list=PLW8tTWcbumlc\\_BiH2kuObnNi-AYMkgI0F&index=19](https://www.youtube.com/watch?v=gGkLMoOk1iw&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F&index=19)

2. **Sexist advertising**

ROM: [https://www.youtube.com/watch?v=zNdzbL14UtY&index=16&list=PLW8tTWcbumlc\\_BiH2kuObnNi-AYMkgI0F](https://www.youtube.com/watch?v=zNdzbL14UtY&index=16&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F)

RUS: [https://www.youtube.com/watch?v=tpXaBUINHgY&list=PLW8tTWcbumlc\\_BiH2kuObnNi-AYMkgI0F&index=14](https://www.youtube.com/watch?v=tpXaBUINHgY&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F&index=14)

ENG: [https://www.youtube.com/watch?v=-y3c78Gle8g&index=21&list=PLW8tTWcbumlc\\_BiH2kuObnNi-AYMkgI0F](https://www.youtube.com/watch?v=-y3c78Gle8g&index=21&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F)

3. **Equality**

ROM: [https://www.youtube.com/watch?v=pIRd2kMTrBY&list=PLW8tTWcbumlc\\_BiH2kuObnNi-AYMkgI0F&index=18](https://www.youtube.com/watch?v=pIRd2kMTrBY&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F&index=18)

RUS: [https://www.youtube.com/watch?v=DKkZmM0NsDk&index=17&list=PLW8tTWcbumlc\\_BiH2kuObnNi-AYMkgI0F](https://www.youtube.com/watch?v=DKkZmM0NsDk&index=17&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F)

ENG: [https://www.youtube.com/watch?v=b0r1nP-FWF4&list=PLW8tTWcbumlc\\_BiH2kuObnNi-AYMkgI0F&index=20](https://www.youtube.com/watch?v=b0r1nP-FWF4&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F&index=20)

IV. A series of training sessions have been carried out in the framework of the UN Resolution 1325 with the support of development partners UN Women, NATO information and documentation centre and line ministries, such as:

- Workshop for civil servants on drafting national action plan on implementing UN Resolution 1325 (30 November-1 December 2017 and 13-14 June 2018).
- Informative meeting for the representatives of the Bureau for Reintegration and the communicators network from the public institutions that are dealing with the National Action Plan 1325 implementation regarding the role of women in the security and defence sectors (25 July 2018).
- A workshop on the implementation of the national action plan on Security Council Resolution 1325, with the participation of representatives from central and local levels (13 August 2018).

**Target Group**

- I. Public authorities, academia and society.
- II. Journalists and photojournalists, media agencies.
- III. Whole society.
- IV. Security and defence sectors, central and public authorities.

**Objective 2.**

**Prevent and combat violence against women and domestic violence**

**Policy Changes**

The first ever strategy on preventing and combating violence against women and family violence was approved by the government on 22 February 2018. The strategy aims at providing a systemic approach to the VAW and domestic violence phenomenon for ensuring effective and prompt response from relevant bodies in cases of violence. The strategy is drafted based on four pillars: Prevention, Protection, and Punishment and Integrated policies. The strategy is focused on informing the public about the severity of this phenomenon, promoting zero tolerance towards all forms of violence, combating stereotypes and prejudices about gender, improving of legislative and regulatory framework in line with international standards. In addition, it will include best practices in the field, new tools and mechanisms to improve the activity of actors who come in contact with victims of domestic violence, strengthen institutional mechanisms and multi-sectoral co-operation, including specialists' capacity building and the development of specialised services for victims of domestic violence.

### Other Activities

1. In 2017, in order to improve and adjust the normative framework in the field of preventing and combating domestic violence to the new legislative provisions adopted by Law No. 196 of 28 July 2016, the MHLSP, with the support of UNFPA, started the process of reviewing the current sectoral instructions regulating the response and interventions of the police, medical and social workers in cases of domestic violence. In the period October 2018 - March 2019 the sectoral instructions will be piloted in several local communities and then approved by central authorities.

2. In 2017, the project "Achieving fundamental rights of older women in Moldova", implemented by HelpAge International and the Gender Centre, was launched with the support of the UN Support Fund for the Elimination of Violence against Women (UN Trust Fund). The project aims at: informing elderly women, including survivors of violence, from eight localities in the country, about their rights and the services they can use to be more protected from violence. The project also proposed to involve several institutions and individuals in combating violence against women and integrating successful practices into services for the protection of victims of abuse and violence.

So far in the framework of the project three video spots have been produced in Romanian and in Russian addressing different types of violence in order to raise awareness and inform the population about the phenomenon of violence against the elderly. These videos were broadcast on national and local TV channels.

<https://www.youtube.com/playlist?list=PLzbdidOr2e1TsekVuqGtRx6dthmLWpEkU>

Moreover, with UNFPA support, HelpAge International Moldova in partnership with the Centre for demographic research designed a video graphic on violence against elderly people: <https://www.youtube.com/watch?v=NXRUGOCPRhM>

3. In the framework of the Project "Increasing the observance of women's rights in Moldova through combating gender based violence" (2016-2019), implemented by Promo-Lex in partnership with two other CSOs (Memoria and Casa Marioarei) and funded by the European Union, the process of drafting: a) Guideline on conducting documentation in cases of gender based violence, including medical, psychological and forensic examination; b) Guideline and training Multidisciplinary Teams on how to address cases of domestic violence was launched. Also, the partnering CSOs organised training workshops for professional groups at local level on how to address cases of gender-based violence.

4. In the reporting period, the National Institute of Justice organised several training courses for legal professionals in the area of domestic violence, such as:

- "Providing state-guaranteed legal aid to victims of domestic violence". Persons trained: 18 lawyers that provide state-guaranteed legal aid.
- "Implementation of legislation on domestic violence". Persons trained: 62 judges, 55 prosecutors, 25 criminal investigation officers.
- "Judicial practice in cases related to domestic violence". Persons trained: 13 judges, 16 prosecutors, 5 criminal investigation officers, 10 clerks, 37 court assistants, 1 head of the secretariat.

### Target Group

1. Professional from central and local authorities from the police, medical and social areas

2. Women victims of domestic violence, including elderly women
3. Whole society

### Objective 3.

#### Ensure the equal access of women to justice

##### Other Activities

In the framework of the Council of Europe Project “Improving Women’s Access to Justice in Six Eastern Partnership Countries” in Armenia, Azerbaijan, Belarus, Georgia, the Republic of Moldova and Ukraine, the Study on "Obstacles, remedies and good practices on women's access to justice in the Republic of Moldova" was carried out at the national level and national experts participated in the development of the Training Manual for judges and prosecutors on equal access of women to justice, as well as in training sessions for justice professionals.

Following the project extension, the national experts participated in the activities during 2018.

##### Target Group

National Institute of Justice, judges, prosecutors and other legal professionals

### Objective 4.

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

##### Legislative Changes

Following the reform of the electoral system in 2017, a new electoral code was adopted. The electoral system of Moldova was changed from the proportional electoral system to the mixed electoral system. Regarding the gender dimension, it was foreseen that political parties that will respect the quota of at least 40% of women candidates submitted to uni-nominal constituencies will benefit from an increase of the budget support of at least 10% of the amount allocated for the budget year of that party; and by a multiplication coefficient for each woman candidate selected in the uni-nominal constituency according to the legislation on political parties and the procedure established by the Central Electoral Commission.

Moreover, in order to create favourable conditions for the women's accession to politics, in 2018 new legislative amendments were adopted referring to the financing of political parties from the state budget, with provide the following distribution of resources:

- 40% to political parties in proportion to the performances obtained in the parliamentary elections;
- 40% to political parties in proportion to the performances obtained in the general local elections;
- 10% to proportional political parties that will respect the share of at least 40% of female candidates from the total number of candidates submitted in all uni-nominal constituencies in the parliamentary elections. This increase will be determined from the amount allocated for the budget year of that party;
- 5% to political parties in proportion to the number of women actually elected to the position of deputy in parliament in uni-nominal constituencies;
- 5% to political parties in proportion to the young people actually elected in the general parliamentary and local elections.

##### Other Activities

1. In June 2018 the “Women 4 Leadership Academy” project was launched by the Moldova civil society organisations (CSOs) Contact-Cahul and Institutum Virtutes Civilis (IVC) in partnership with UN Women Moldova and with financial support from the Swedish Government.

This project aims at creating an inclusive dialogue, training and leadership platform for women and increasing the chances of women from different vulnerable groups, including young women, women from ethnic minorities, women with disabilities.

During the first session of the Academy, in the period June to September 2018, a total of 40 women from different regions of the Republic of Moldova will benefit from expertise for personal development and a wide range of opportunities to develop political leadership abilities, public communication and techniques for organising electoral campaigns, as well as the opportunity to discuss and learn from the political experiences of other women from and outside the country. National and international experts will share the best techniques for promoting and deploying effective public campaigns, motivating the public to vote for a women candidate, and identifying the priorities of the target voters, etc.

Participants in the “Women 4 Leadership Academy” will be trained in the spirit of good practice and involvement in national decision making in five events (training, round tables, public debates) and will have the opportunity to apply this knowledge and skills during the 2018 parliamentary elections. The first two training sessions took place in June and August 2018.

2. The Gender Equality Platform (GEP), created in the 2015, seized the opportunity to advocate for Temporary Special Measures including through Public Forums, Position Papers, Declarations, Press Conferences, Press Clubs and public actions in front of the parliament.

3. In the framework of “Women in Politics Programme”, implemented by UN Women and UNDP and two Moldova-based NGOs (the “Partnerships for Development” Centre and the East European Foundation), seven regional women’s political clubs were established in seven regions: Briceni, Strășeni, Telenești, Cimișlia, Cahul, Orhei and Soroca, that facilitated the dialogue and co-operation among elected women candidates in the targeted areas for advancing gender equality and solving community issues. The political clubs in these districts served as knowledge and leadership centres for women before, during and after elections; pioneering mentorship programmes that put women local councillors in the lead of 24 community initiatives in areas ranging from health to environment to violence against women; peer-to-peer learning and training sessions for women mayors and women local councillors that have led to them undertaking new initiatives to advance community well-being and good governance, mentorship programme for women from communities where women are not represented.

#### **Target Group**

1. Political parties.
2. Women from different vulnerable groups, including young women, women from ethnic minorities, women with disabilities.
3. Women local councillors.
4. Women mayors.
5. Local communities.

#### **Objective 5.**

##### **Protect the rights of migrant, refugee and asylum-seeking women and girls**

#### **Other Activities**

1. On the platform of the National Institute of Justice, distance learning programmes for judges, court clerks, court assistants, heads of secretariat, prosecutors and prosecutors' consultants are organised. Among the online courses are such topics as: “Protection of the right of the migrant in

the Republic of Moldova: Legal provisions” and the “psychological specific and features of hearing the victims of human trafficking”. The creation of the course was also determined by the necessity of completing the legal context with information in the field of migration, especially regarding the regulation of the legal status of aliens and protection of migrants' rights in the Republic of Moldova.

2. In 2017, the government launched a new round of grants under the Diaspora Engagement Hub (DEH), implemented with the financial support of the Swiss Agency for Development and Co-operation (SDC) under the project "Strengthening the Institutional Capacity of the Republic of Moldova in the Field of Migration and development" (phase II), for the following sub-programmes:
  - Empowerment of women from diaspora by improving their knowledge in social, civic, legal and economic field as well providing financial support on the development of start-ups initiated by women in the Republic Moldova.
  - Regional Thematic Partnerships, a sub-programme that provides support to diaspora associations for implementing regional, community, educational and health socio-economic actions that will be conducted by an initiative group composed of at least two diaspora associations from at least two countries and an NGO from the Republic of Moldova.
  - Returning the professional diaspora representative - a grant to diaspora professionals to encourage the transfer of human capital and professional experience to develop academic, social and economic development of Moldova through professional return in the short term (two weeks to 1-5 months).

#### **Target Group**

Judges, court clerks, court assistants, heads of the secretariat, prosecutors and prosecutors' consultants, diaspora representatives, women migrants.

#### **Objective 6.**

##### **Achieve gender mainstreaming in all policies and measures**

#### **Policy Changes**

In the reporting period, considerable efforts have been made to promote the principle of gender equality in the security and defence sectors. With the support of UN Women and NATO Centre in Moldova, a series of trainings were organised for the representatives from the security and defence sectors, Bureau of Reintegration and Ministry of Health, Labour and Social Protection to strengthen their capacities and support in developing the National Programme for implementing the UN Security Council Resolution 1325 on Women, Peace and Security for the years 2018-2021 and its Action Plan.

Thus, on 28 March 2018, the government approved the National Programme on Implementation the UN Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 and the National Action Plan regarding the implementation of the programme.

#### **Other Activities**

1. In 2018, the Academy for Public Administration (APA), in partnership with UN Women started the development of a gender equality course for public servants. This course will be institutionalised by APA as a compulsory post-graduate learning course for civil servants from all levels and regions in the country. The course will introduce both a conceptual and practical tool to start and continue gender mainstreaming into strategies and daily work of civil servants responsible for making evidence-based policy and budget decisions to ensure equality between women and men at all levels areas and fields of activity.



2. In the period March-May 2018 SCO “Centre Partnership for Development” (CPD), with the financial support of UN Women, implemented the capacity-building programme for gender coordination groups within the following ministries: Ministry of Health, Labour and Social Protection, Ministry of Finance, Ministry of Economy and Infrastructure, Ministry of Agriculture, Regional Development and Environment and Ministry of Education, Culture and Research. In the second phase of the project’s implementation, another two ministries were included for capacity-building activities: the Ministry of Internal Affairs and the Ministry of Defence.

The aim of the programme was to strengthen the capacities of the gender units in each above-mentioned ministry to analyse the sectorial policies through gender perspective, as well to support in the elaboration of the draft Sectorial Action Plan for the implementation of the Strategy for ensuring equality between women and men for the period 2017-2021.

Thus, CPD has provided a group training workshop for all participants and three thematic workshops per each ministry involved in the project to carry out a more rigorous and deeper gender analysis of selected policy papers.

The second phase of the capacity-building programme will target representatives from the security and defence sectors; the first workshop was organised in July 2018 for gender units from the Ministry of Defence.

3. In June 2018, UN Women in Moldova launched the implementation of the first training programme on Gender Budget Watchdog Reporting for CSOs working in the country with the aim to develop their knowledge and skills to monitor the impact of public policies and public spending on women and men. The training was attended by 21 participants from CSOs, private companies and academia, as well individual experts in the field.

The training programme was structured in two modules and includes a three-day Training on Gender Responsive Budgeting and Budget Monitoring, and a three-day Workshop on Gender Watchdog Reporting, (second one has been organised in September 2018), and was tailored based on training needs and capacities, assessed by a team of international and local consultants responsible for development and delivery of the above training programme.

A separate training session on Gender Responsive Budgeting and Budget Monitoring was organised at the local level, at the Balti municipality, for the 25 staff members of the Balti municipality.

4. With UN Women support, a consultant was provided to the Ministry of Finance to strengthen their capacities in analysing and planning the public budget from the gender perspective. A series of workshops and round tables will be organised for line ministries and local authorities on gender responsive budgeting.

#### **Target Group**

Civil servants at central and local levels, CSOs, Ministry of Finance.

#### **MAIN CHALLENGES:**

Besides the progress registered in the reporting period, on legislative and policy levels (three strategic documents were approved - Strategies on preventing and combating on 28 March 2018 VAW and human trafficking, Programme on SCR1325 implementation), the gender equality field still faces challenges that refers to:

- Initiated reforms affected the functionality of the institutional mechanism on gender equality at different levels.

- The impact of the changed electoral system and the upcoming elections on the gender perspective.
- High turnover of the professionals in the system, as a focal point.
- Insufficient financial resources for gender, violence and human trafficking related measures.
- First steps in creating and institutionalising a training course for civil servant, within the Academy for Public Administration.

<b>MONACO</b>
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**Objectif 1.****Prévenir et combattre les stéréotypes de genre et le sexisme****Changements législatifs**

Un projet de loi n° 973 relative au renforcement de la protection des personnes contre la diffamation et l'injure, a été déposé en séance publique le 22 février 2018. Celui-ci incrimine de façon particulière l'injure et la diffamation en raison du sexe.

**Autres activités**

Le système éducatif monégasque veille à combattre les stéréotypes de genre, non seulement dans le contenu des enseignements proprement dits mais aussi à travers les nombreuses activités périscolaires. Diverses initiatives sont développées dans ce cadre dont :

- la mise en place de « Comités d'éducation à la santé et à la citoyenneté » au sein de lycées et collèges qui ont pour objectif de favoriser, chez les élèves, une réflexion sur les conduites développant le respect de soi et d'autrui ;
- les « déjeuners branchés » (Lycée technique et Hôtelier de Monaco) donnant l'occasion d'aborder diverses thématiques et notamment les discriminations sexuelles.

L'association monégasque *She Can He Can* ([info@shecanhecan.org](mailto:info@shecanhecan.org)) a notamment mis en place des ateliers dans les établissements scolaires visant à mettre en évidence des ateliers sur les stéréotypes de genre.

**Objectif 2.****Prévenir et combattre la violence à l'égard des femmes et la violence domestique****Changements législatifs**

Concernant la non-discrimination et la lutte contre le harcèlement dans le domaine du travail, la loi n° 1.457 du 12 décembre 2017 relative au harcèlement et la violence au travail est entrée en vigueur le 23 décembre 2017. Afin de mettre en œuvre les dispositions de ladite loi, au sein des Services exécutifs de l'Etat, le Gouvernement Princier a établi une procédure pour le signalement de faits ou d'agissements susceptibles de relever de cette loi, par voie de circulaire en date du 28 mars 2018. À noter qu'un poste de Chargé des Relations au Travail avait été créé dès 2015 au sein de la Direction des Ressources Humaines et de la Formation de la Fonction Publique.

Les faits de harcèlement, violence au travail (physique ou psychique) et chantage sexuel sont punissables de 6 mois à 2 ans d'emprisonnement et/ou font l'objet d'une amende de 18 000 à 90 000 euros. Sont concernés tous les salariés et stagiaires d'un employeur du secteur privé ou public ainsi que cet employeur. *A contrario*, les fausses déclarations sont également punies.

La désignation d'un référent est obligatoire pour tout employeur personne morale de droit public, toute société qui exploite un monopole concédé par l'État et toute personne qui emploie habituellement plus de dix salariés.

**Autres activités**

La Principauté de Monaco s'associe, depuis le 25 novembre 2016, à la Journée Internationale de lutte contre les violences faites aux femmes. L'implication de la Principauté à cette Journée est 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*, et les groupements associatifs engagés dans cette cause.

Il est à noter que les campagnes d'affichage lancées à cette occasion sont relayées sur le site Internet du Gouvernement et des groupements associatifs ainsi que sur les réseaux sociaux.

Parmi les initiatives existantes en ce domaine, on relèvera également :

- la page d'information dédiée aux victimes de violences sur le Site Internet du Gouvernement Princier (<http://service-public-particuliers.gouv.mc/Social-sante-et-famille/Action-sociale/Victimes-de-violences/Aides-aux-victimes-de-violences>) ainsi que la page Facebook spécifique créée par Monaco "*Journée Internationale de lutte contre les violences faites aux femmes*";
- la campagne de formation « *accueil des victimes de violence* » à destination des personnels de la Fonction Publique et des personnels hospitaliers ;
- le numéro de téléphone unique, anonyme et gratuit, destiné à informer les victimes de violences conjugales : le 116.919.

Depuis le 1<sup>er</sup> mai 2018, un fonctionnaire a été mis à disposition de l'Association d'Aide aux Victimes d'Infractions Pénales. L' A.V.I.P. a été créée en juillet 2014, dans le cadre de la loi n° 1.382 du 20 juillet 2011 relative à la prévention et à la répression des violences particulières. C'est une association conventionnée, agréée par arrêté ministériel n° 2014-660 du 20 novembre 2014.

Cette association a pour objet d'accueillir les victimes d'infractions pénales telles que les violences au sens large (physiques, sexuelles, morales etc.). Elle les suit psychologiquement avec la mise à disposition de professionnels, les informe sur les démarches à effectuer pour faire valoir leurs droits et les accompagne tout au long de la procédure. Cette aide est accordée à titre confidentiel et gratuit.

Les brochures de l'A.V.I.P. sont diffusées au sein de l'Administration, au Palais de Justice et à la Direction de la Sûreté Publique (cf. site internet : <http://www.avip-monaco.org>).

Par ailleurs, l'association monégasque dénommée *She Can He Can* a développé, en coopération avec le Gouvernement Princier et les associations pertinentes, notamment *Femmes Leaders Mondiales Monaco* ([www.femmesleadersmonco.com](http://www.femmesleadersmonco.com)), un site internet qui sera actualisé à l'occasion de la Journée du 25 novembre 2018 : [www.nonauxviolencesamonaco.org](http://www.nonauxviolencesamonaco.org).

### Objectif 3.

#### Garantir aux femmes l'égalité d'accès des femmes à la justice

Le droit interne monégasque ne comporte aucune discrimination à l'égard des femmes.

### Objectif 4.

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

##### Rappel du contexte

Dans le droit interne, les femmes ont les mêmes droits politiques que les hommes, c'est-à-dire qu'elles bénéficient des mêmes droits d'éligibilité et de vote (ce dernier étant d'ailleurs consacré constitutionnellement).

De même, le cadre législatif existant assure l'égalité juridique des sexes sur le marché du travail. La loi et son texte d'application (qui datent de 1974)<sup>23</sup> disposent que tous les salariés, quel que soit leur

<sup>23</sup> Loi n° 978 du 19 avril 1974 ; Ordonnance d'application n° 5392 en date du 4 juillet 1974.

sexe, doivent recevoir une rémunération égale en contrepartie d'un même travail ou d'un travail de valeur égale. Les femmes peuvent aussi bénéficier d'une protection sociale adéquate visant, notamment, à mieux concilier leurs fonctions professionnelles avec celles de mère, par l'octroi de congés maternité, d'allocations familiales et d'un aménagement du temps de travail.

La participation croissante des femmes à la prise de décision et à la vie économique de Monaco témoignent de l'effectivité des mesures prises. À titre d'exemple, un des cinq postes de Conseillers de Gouvernement-Ministre est actuellement occupé par une femme. Au sein du Conseil National (Parlement), on compte 8 femmes sur 24 Conseillers nationaux et la parité est pratiquement atteinte en ce qui concerne les postes d'Ambassadeurs.

#### **Autres activités**

La société civile participe à la **Journée Internationale de la Fille** du 11 octobre, telle que déclarée par l'ONU en 2011. Ainsi l'association *She Can He Can*, en coopération avec le Conseil National (Parlement), va participer cette année à la campagne *Girl Leader* : des jeunes filles scolarisées en Principauté, âgées de 14 à 17 ans, vont pouvoir échanger avec des femmes parlementaires à l'occasion de leur visite du Conseil National.

#### **Objectif 5.**

##### **Protéger les droits des femmes et des filles migrantes, réfugiées et demandeuses d'asile**

#### **Rappel du contexte**

La Principauté ne délivre pas de visas pour l'entrée sur son territoire, conformément à la convention signée avec la France (Accord sous forme d'échange de lettres portant aménagements du titre Ier de la Convention de voisinage entre la France et la Principauté de Monaco du 18 mai 1963).

#### **La France et Monaco forment une union douanière.**

En outre, la mission de contrôle douanier est exercée à Monaco par les douanes françaises qui jouissent des mêmes pouvoirs que sur le sol français, en vertu de la convention signée le 18 mai 1963. Depuis 1968, Monaco fait aussi partie du territoire douanier de l'Union européenne. Compte tenu de cette union douanière avec la France, il n'existe pas de frontière douanière entre la France et Monaco.

Concernant les migrations, la Direction de la Sûreté Publique de Monaco signale toute personne pouvant répondre à la qualification de migrants de passage en Principauté, les mineurs faisant l'objet d'une prise en charge spécifique.

Ainsi, ce mineur isolé est recueilli par les services de police qui s'assurent de son état de santé, tentent d'établir son identité par tous moyens, en vue de rechercher ses représentants légaux et de comprendre les circonstances de sa présence seul. La Principauté utilise les outils de la coopération policière internationale qui sont mis à sa disposition, non seulement par Interpol mais aussi par Europol dans le cadre de l'accord d'association stratégique et opérationnel qui les lie. Le temps de ces vérifications, l'Autorité judiciaire décide du placement du mineur dans le Foyer de l'enfance de Monaco dit *Foyer de l'enfance Princesse Charlène*, sauf si son état de santé exige son hospitalisation.

Concernant les réfugiés, par dérogation aux dispositions des textes régissant le séjour des étrangers, les réfugiés peuvent bénéficier d'un titre de séjour de 10 ans, ce qui atteste de la volonté gouvernementale de leur accorder la protection juridique et administrative qui incombe à Monaco, notamment en application de la Convention de Genève du 28 juillet 1951 sur les réfugiés.

Il convient d'indiquer ici que l'étranger remplissant les conditions prévues par les textes monégasque régissant le séjour des étrangers (cf. l'Ordonnance Souveraine n° 3.153 du 19 mars

1964 relative aux conditions d'entrée et de séjour des étrangers dans la Principauté) peut avoir une carte de séjour de résident *temporaire* dont la validité ne peut excéder *un an*. Lorsque l'étranger réside dans la Principauté depuis plus de trois ans, il peut être attribué une carte de séjour de résident *ordinaire* (non plus seulement *temporaire*), valable trois ans.

#### **Autres activités**

Le Gouvernement Princier s'est engagé depuis de nombreuses années au service des plus vulnérables et entend poursuivre son action dans le cadre des Objectifs de Développement Durable (ODD).

Il en est ainsi de ses contributions financières versées aux projets suivants :

- le « *Plan d'action sur la protection des enfants réfugiés et migrants* » (2018 -2019) du Conseil de l'Europe ;
- le programme de l'OSCE relatif à la lutte contre la traite des êtres humains le long des voies de migration destiné à renforcer les capacités et mécanismes d'investigation et de protection.

On pourra citer également ses contributions régulières au HCR, CICR et à l'ONUDC.

#### **Objectif 6.**

#### **Intégrer les questions d'égalité entre les femmes et les hommes dans toutes les politiques et mesures**

##### **Changements législatifs**

Promulgation de la loi n° 1.450 du 4 juillet 2017 relative à la résidence alternée, à condition de correspondre à l'intérêt de l'enfant, qui permet un partage égalitaire des temps de garde des pères et mères.

On soulignera également un projet de loi, en cours de rédaction, relative à la réglementation du travail de nuit. Celui-ci tendra à abroger l'interdiction du travail de nuit pour les femmes, prévue par l'Ordonnance-loi n° 677 du 2 décembre 1959 sur la durée du travail, modifiée.

##### **Autres activités**

Création en cours d'un Comité interministériel pour la promotion et la protection des droits des femmes. L'objectif de ce comité est de promouvoir des politiques effectives, globales et à long terme en instaurant une meilleure coopération entre les Services administratifs et entre l'administration les associations pertinentes.

Ce Comité a pour objet d'assurer, par l'information réciproque de ses membres, la coordination, la mise en œuvre, le suivi et l'évaluation des politiques et mesures nationales prises afin de prévenir et combattre toutes les formes de violence et de discriminations à l'égard des femmes.

Les discriminations concernées sont celles couvertes par les Conventions suivantes : la Convention sur la lutte contre la traite des êtres humains de 2005 ; la Convention sur la prévention et la lutte contre la violence à l'égard des femmes et la violence domestique de 2011 ; la Convention sur l'élimination de toutes les formes de discrimination à l'égard des femmes de 1979. Ce comité veillera ainsi au suivi des recommandations adoptées par les organes internationaux chargés d'assurer la mise en œuvre, par les Parties, des Conventions.

##### **Rappel du contexte**

Monaco agit également en dehors de ses frontières en contribuant financièrement aux programmes

menées par les Organisations internationales en faveur des droits des femmes.

Ainsi, depuis 2015, Monaco contribue financièrement au programme du Conseil de l'Europe « *Combattre la violence à l'égard des femme, la violence domestique et la violence contre les enfants dans la région de la Méditerranée du Sud* ». Programme mené dans le cadre de la politique de voisinage de l'Organisation.

De même, la Principauté s'est investie dans divers projets de l'Union pour la Méditerranée. On pourra citer le projet « *Citoyenneté et éducation à l'égalité pour la prévention de la violence à l'école : former des citoyens responsables* ». Un programme qui crée des outils pédagogiques en vue de promouvoir l'égalité de genre.

Ses contributions à l'ONU font aussi partie de la volonté de Monaco de s'inscrire dans l'effort d'ensemble, notamment celles versées à ONU Femmes et à l'UNICEF. Enfin, dans le cadre de sa coopération internationale, Monaco continue à s'investir dans les domaines de l'égalité de genre, l'éducation, l'insertion professionnelle, la sécurité alimentaire et la santé.



<b>MONTENEGRO</b>
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**Objective 1.**
**Prevent and combat gender stereotypes and sexism**
**Legislative Changes**

The Law on Amendments to the Law on Prohibition of Discrimination ("Official Gazette of Montenegro 42/2017") was adopted in the Parliament of Montenegro on 29 June 2017, and it has reached the level of full harmonisation with the law *acquis*, respectively, corresponding to its Directives.

Amendments to the act introduced a new ground of discrimination (change of sex and Intersex characteristics), defined as treatment which cannot be considered discrimination, improved the norms regulating discrimination in access to resources, goods and services, educational and vocational training, work and employment, political affiliation, trade union or other organisation. The law explicitly states and prohibits the discrimination based on race, colour, national and ethnic identity in the field of education, labour, employment, choice of profession, professional training, social protection, social welfare, health protection and housing. Discrimination of children is also defined and the Ombudsman's jurisdiction has been extended to impose a stricter penal policy. The new states treatments are not considered as discriminatory and so significantly facilitate implementation of the act by the Ombudsman, as well as judicial authorities.

**Objective 2.**
**Prevent and combat violence against women and domestic violence**
**Other Activities**

The Ministry for Human and Minority Rights, in co-operation with the UNDP Office to Montenegro and the OSCE Mission to Montenegro, capital Podgorica, as well as the municipalities Bijelo Polje, Berane and Tivat, organised four public debates in these cities on the occasion of the campaign "16 Days of Activism in the fight against violence against women", for pupils of primary and secondary schools. After the opening words and introduction to the work and responsibilities of the Ministry for Human and Minority Rights, and the co-operation between the Ministry and the municipalities, organisers discussed with pupils whether they had ever met with violence, if they knew what were forms of violence, as well as if they knew about protection mechanisms, as well as their attitudes and perceptions about gender equality and gender-based violence. A total of 190 pupils participated in four public debates.

Within the project IPA 2014 "Support to anti-discrimination and gender equality policies", implemented by the Ministry of Human and Minority Rights, in co-operation with the UNDP Office in Montenegro and, with financial support of EU Delegation to Montenegro, are continuously implementing activities related to following areas: antidiscrimination, capacity building, political and economic empowerment of women, the struggle against violence women and domestic violence.

The following activities have been implemented:

Within the project IPA 2014, the women's political network had been established, consisting of 12 representatives of both majority and opposition parties in Montenegro, which had a significant result regarding the adoption of the Criminal Code relating to the compliance of the definition of rape according to the Istanbul Convention and within the same project, the survey on violence: "Research on the prevalence, perceptions, cost and multidisciplinary response to domestic violence" had been made, which was presented to the public on 27 September 2017. The study was published

on the ministry's website and can be downloaded from the link:  
<http://www.minmanj.gov.me/ResourceManager/FileDownload.aspx?rId=287452&rType=2>.

The Ministry for Human and Minority Rights, in co-operation with the Bureau for Education Services, organised two one-day workshops on gender equality in the field of education, with special emphasis on gender-based violence on October 2017 and April 2018. Target Groups were teachers in primary and secondary schools in Montenegro, especially teachers of civic education. The number of participants were 30 and 32 respectively.

The Ministry for Human and Minority Rights supported the campaign "Unwanted", an initiative focused exclusively on the problem of selective abortion as drastic examples of gender discrimination, with full respect of reproductive, legally guaranteed women rights, which began in November 2017. The campaign was launched by the NGO "Centre for Women Rights" in co-operation with the Agency McCann, and it was a call for citizens and authorities to respond to such a serious problem, to change patriarchal attitudes about women and men in Montenegro, as well as to sign the petition aimed at preventing the abuse of early prenatal tests in purpose of selective abortions

#### **Objective 4.**

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

#### **Other Activities**

In November 2017, the Women Political Network (WPN) in Montenegro was established as a result of long term process of political empowerment of women financed by the EU Delegation through IPA 2010 and implemented by UNDP in partnership with the Ministry of Human and Minority Rights. The WPN presents a coalition of women from 16 political parties gathered in joint political action, determined to improve status of women in society, increase number of women in decision making and work mutually empowered till equality is reached.

The WPN is networking for political and economic rights and fights against violence against women. But the fact is that the WPN began in a context of deep political crises, where parliament was not fully functional due to a boycott by the opposition, and where a lack of tolerance and nationalistic rhetoric is deepening divisions and fractures in an already fragile democracy in the country. In such a context, where meeting with all politicians was not possible for more than a year, women from all political parties gathered, demonstrating a new political culture and dialogue in the country.

Efforts over two decades to increase women's political participation have brought many results among which the increase of women's political participation in National Parliaments from 11% to currently 24%, and at local level parliaments from 8% to a current average of 26% as a result of efforts to introduce a 30% quota for women in the electoral law in two advocacy interactions. However, in order to maintain the development process and assure that quotas are not weakened, the WPN has conducted an assessment of legal framework (electoral law, law on political parties and law on financing of political parties) which resulted in an advocacy framework as a basis for subsequent advocacy efforts named as "*Conclusion on the Necessary Amendments to Montenegrin Legislation with the aim of improving the political participation of women in Montenegro*". Requests included following key demands: a) 40% of women on electoral lists; b) one in three candidates should be from the less represented sex on lists; c) political parties to be obliged to have women's party wings; d) women's party wings should receive 10% of party financial resources; and e) for each woman MP and local councillor, the party should receive a financial contribution of 30% higher than for male MPs and local councillors.

So, with 24% of women in parliament, key stakeholders have failed to ensure the minimum standard

of 30% of the lesser represented sex being present in parliament. However, with support from the Department for Gender Equality in the Ministry of Human and Minority Rights, the threshold has in the meantime been raised to 40% in the National Action Plan for Gender Equality and taken over from the National Strategy for Sustainable Development that earlier defined the national goal at 40% of women in decision making. International treaties such as the CEDAW Committee as well as OSCE/ODIHR recommendations on women's political participation recommend efforts to improve political participation of women.

Advocacy action was undertaken with the full support and participation of the EU, UNDP and MHMR and it resulted in obtaining the required support from two-thirds of the qualified majority to change the electoral law. The amended law will be discussed in parliament as soon as the political crisis has ended and the opposition parties are back in parliament.

The Ministry for Human and Minority Rights of Montenegro, in co-operation with the Co-ordination Body for Gender Equality of the Republic of Serbia, the Social Inclusion and Poverty Reduction Unit of the Government of the Republic of Serbia and the Regional School for Public Administration (RESPA) organised a regional conference on the theme "Measuring gender equality in the Western Balkans", on 1 December 2017 in Danilovgrad. The conference gathered civil servants from relevant government institutions, as well as representatives of parliamentary committees, the ombudsman's office, national statistical institutes (MONSTAT) and civil society working on gender equality issues in the countries of the Western Balkans. Number of participants: 50.

#### **Objective 6.**

##### **Achieve gender mainstreaming in all policies and measures**

#### **Other Activities**

The Ministry for Human and Minority Rights organised a forum with NGOs on the theme: Report on the implementation of the CEDAW (the Convention on the Elimination of All Forms of Discrimination against Women). The forum brought together 15 participants.

After submitting the Second Period Report on the Implementation of the CEDAW, additional questions and comments were submitted to Montenegro, on which the Ministry of Human and Minority Rights, in co-ordination with other competent institutions, timely prepared and submitted answers. Montenegro has presented the above-mentioned report to the CEDAW Committee in July 2017. The conclusions and recommendations of the CEDAW Committee can be downloaded from the link:

[http://tbinternet.ohchr.org/\\_layouts/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fMNE%2fCO%2f2&Lang=en](http://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fMNE%2fCO%2f2&Lang=en)

Within the project IPA 2014, "Support to anti-discrimination and gender equality policies", implemented by the Ministry of Human and Minority Rights, in co-operation with the UNDP Office in Montenegro and, with the financial support of EU Delegation to Montenegro, continuously implement activities related to following areas: antidiscrimination, capacity building, political and economic empowerment of women, the struggle against violence women and domestic violence. The following activities have been implemented:

- In the field of economic empowerment of women, the cycle of training entrepreneurs was completed in the capital Podgorica and the municipality Niksic - in every city – four cycles of four-day training for 60 women in Podgorica and 78 women in Niksic. In Niksic, 29 women developed business plans for further use; in Podgorica there were 10 completed business plans, and 12 business plans in the drafting process, while five women registered businesses in Podgorica.

- A study has been produced with suggestions of best practices for the establishment of guaranteed funds for entrepreneurship.
- Established women's political network, consisting of 12 representatives of both majority and opposition parties in Montenegro, which already had four significant results:
  - The adoption of the Criminal Code relating to the compliance of the definition of rape according to the Istanbul Convention.
  - Press conference on the occasion of the presentation of the conclusions of the necessary amendments to the Montenegrin legislation in order to improve the political participation of women in Montenegro and a meeting with the working group for the implementation of recommendation OSCE/ODIHR to change the electoral law.
  - Media conference, on which the Network presented a request for special funds for female entrepreneurship within the public discussion of the budgets in the local governments.
  - The support received from seven political parties on the proposed amendments to the electoral legislation, and six municipalities (Podgorica, Budva, Bar, Danilovgrad, Berane, Herceg Novi) allocated special funds for female entrepreneurship in the budgets for 2018, with the initiative of the Network.
- A survey on violence: "Research on the prevalence, perceptions, cost and multidisciplinary response to domestic violence" which was presented to the public on 27 September 2017. The study was published on the Ministry's website and can be downloaded from the link: <http://www.minmanj.gov.me/ResourceManager/FileDownload.aspx?rId=287452&rType=2> .

The Ministry for Human and Minority Rights, in co-operation with the OSCE Mission to Montenegro, through the project: "Strengthening mechanisms for gender equality at the local level" implemented the following activities:

- In June 2017, a one-day seminar was organised in Podgorica, with the mayors of Montenegrin municipalities, on the topic: Gender mainstreaming policies at the local level, as well as the obligations arising of the Memorandum of Understanding. There were 15 participants.
- In June 2017, a two-day seminar was held in Podgorica with members of the Network of gender focal points from Montenegrin municipalities, on the topic: Gendering budgeting at the local level. There were 20 participants.
- In October 2017, a two-day seminar was held in Podgorica with members of the Network of gender focal points from Montenegrin municipalities, on the topic: Participation of women in the public and political life. There were 21 participants.
- A two-day conference was organised on the occasion of the tenth anniversary of co-operation between the Ministry for Human and Minority Rights and the OSCE Mission to Montenegro in the field of gender equality. The conference gathered participants from Montenegro and the region dealing with gender issues. On this occasion they presented three documents: Analysis on the implementation of a memorandum of co-operation in the field of gender equality and gender mainstreaming policies in Montenegrin municipalities, a manual on gender equality for the civil servants in local governments and the Model of Local Action Plan for Gender Equality. There were 50 participants.

On the occasion of 15 October, the International Day of Rural Women and World Walking Day, Ministry of Human and Minority Rights, Ministry of Agriculture and Rural Development of Montenegro and Foundation Petrović Njegoš, on the initiative of the cycling club Perun "from Nikšić, organised a walking tour from Trebjesa to the city markets, where women entrepreneurs presented stands with their products.

The third strategy for gender equality – Action Plan for Achieving Gender Equality (APAGE) 2017-2021 was adopted in March 2017, and it was necessary to appoint a new Commission for monitoring

its implementation. Requests were sent to institutions to delegate representatives and the Commission was established by Act No. 01-023-1154/17-19 of 19 December 2017. Three representatives of non-governmental organisations are members of this Commission. The first meeting of the Commission took place in March 2018, at which the Report of Implementation of APAGE for 2017 was considered.

The Government of Montenegro adopted the Report of implementation of APAGE for the year 2017 in March 2018.

The National Council for Gender Equality held the meeting on 27 February 2018 in Podgorica, on which were considered the recommendations of the Committee on the Elimination of All Forms of Discrimination from July 2017, as well as presenting information on the UPR report in Geneva from 22 January. The Ministry for Human and Minority Rights has prepared an Action Plan for reporting on the implementation of the CEDAW recommendations and has been submitted to the relevant institutions in September 2018, in order to prepare the report on implementation of the recommendations.

## THE NETHERLANDS

### Objective 1.

#### Prevent and combat gender stereotypes and sexism

##### Legislative Changes

A new finance structure was established in order to finance alliances of several organisations that work together on combating gender stereotypes and sexism based on a theory of change for five years. In total, eight alliances have been granted financial support and they cover a broad range of issues.

##### Policy Changes

1. Financial support of the alliance “Work and the Future” (a co-operation of: Atria, Emancipator, NVR and VHTO). This alliance has committed itself to combating stereotypes and introducing counter stereotypes in the fields of education, labour market and government.
2. Financial support for the national Vocational Education Training organisation (*MBO-raad*) and VHTO to make VET-schools more gender sensitive. The purpose is to recruit and preserve girls in technical VET courses and studies.
3. Financial support of the alliance “customised health care” aimed at achieving gender sensitive health care.

##### Other Activities

1. Activities of “Work and the Future”: analysis of (school) courses, meetings with key players and developing a database of counter stereotypes (for example, men in caregiving roles, women working in technology).
2. Filling in “gender scans” with the management teams and teachers of VET-schools.
3. A survey of the possibilities to structurally monitor the representation of women in the media and how the government itself can communicate in a gender-neutral manner.
4. A campaign to combat discrimination based on pregnancy has been extended. Furthermore, pregnancy-based discrimination will be part of a broader action plan to combat all types of discrimination

##### Target Group

Professionals in education, businesses, politicians, key organisations.  
Girls in STEM/management teams and teachers in VET-schools.

### Objective 2.

#### Prevent and combat violence against women and domestic violence

##### Legislative Changes

Between October 2017 and September 2018 the Ministry of Justice and Safety prepared the legislative proposal combating child abuse. The proposal contains an increase in the maximum punishment for systematic abuse of children and an extension of the aggravation ground to other persons children depend on (including professionals in health care institutions, boarding schools, schools, day care facilities outside school hours). The proposal also includes an extension of the limitation period of the abuse of children. The limitation period will start on the day following the day on which this child has become eighteen years of age.

##### Policy Changes

In April 2018, *Violence is always unacceptable* (2018-2020) was launched by the Ministry of Health, Welfare and Sport, the Ministry of Justice and Security and the Association of Netherlands Municipalities in co-operation with the Ministry of Education, Culture and Science and the Ministry

of Social Affairs and Employment. With this action programme, the government aims to reduce domestic violence and child abuse, limit the damage of violence and in so doing break through the circle of violence which can transfer from generation to generation. This requires good co-operation at the local, regional and national level from several disciplines (multidisciplinary) and is aimed at the entire family or all those directly involved and the social system (-oriented). The programme has three lines of action, i.e. *Sooner and better in the picture*, *sustainable solutions* and *specific groups*. Additional financial resources will be made available for the implementation of the programme.

In January 2018, Rutgers and Atria received a five-year grant for a project aimed at the prevention of gender-related violence. Aimed at youth and young adults, it focuses on potential victims as well as potential offenders (2018-2022).

In 2019, the Ministry of Education will start the Safe Cities project: co-funding for (max.) ten municipalities for policies and activities to improve the safety for women in the public domain (public transport, nightlife).

#### **Other Activities**

- White Ribbon campaign: the aim is to involve men in the prevention of gender-based violence.
- Tightening the reporting code, long-term implementation of the programme "Safe at Home" (Advice and Reporting Centres for Domestic Violence and Child Abuse) 2017-2020.

#### **Target Group**

Municipalities, professionals and their organisations, volunteers, victims, perpetrators, bystanders, NGOs, children.

### **Objective 3.**

#### **Ensure the equal access of women to justice**

##### **Legislative Changes**

Legislation in the Netherlands is focused on the rights of all victims of crimes, not just specifically women. Victims that so wish, receive subsidised legal aid, which the government provides. A majority of judges are women, so women seeking justice do not meet solely with men during the criminal procedures (this also applies to civil and administrative law). The government also subsidises organisations which provide legal and emotional aid to victims, including accompanying them to court.

To implement the European Union guideline on the minimum rights of victims, legislation has been implemented to make sure that the police determine after each police report whether the victim is in need of certain protective measures. This individual determination makes sure that a victim cannot be victimised a second time by the perpetrator.

##### **Policy Changes**

In certain areas, more women can become victims, for example, sexual abuse. The government (national and local) provides the financing of 16 centres for victims of sexual violence. 80% of the victims who go there are women. Medical, psychological and forensic/criminal aid is given to victims at these centres. Research shows that having experienced abuse, a victim is more likely to be victimised a second or third time. That's one of the reasons these victims receive psychological aid.

#### **Target Group**

All victims of crimes.



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

The department for gender equality has an advisory role in all appointments in the public sector.

**Target Group**

Public sector

**Objective 5.****Protect the rights of migrant, refugee and asylum-seeking women and girls****Legislative Changes**

On 2 July 2018, the new plans for integration in the Netherlands were presented by the Minister of Social Affairs and Employment. The intention of these plans is that everyone participates, preferably through paid work. The improvements are aimed at all people obliged to participate - male or female, in possession of an asylum permit or other type of residence permit. In this respect, the wishes of parliament to treat male and female newcomers equally in the guidance towards work are being addressed.

**Policy Changes**

The programme 'Further Integration on the Labour Market' (*Verdere Integratie op de Arbeidsmarkt*) was launched in March this year by the Ministry of Social Affairs and Employment. The programme aims to tackle the lagging labour market position of Dutch people with a migrant background. This target group includes both Dutch young people with a migrant background, people with a migrant background who have been long-term unemployed and asylum status holders. The programme aims to achieve this not through the implementation of new laws, but by testing innovative approaches in practice after which the most promising ideas can be rolled out more broadly. To this end, 10 million euros has been made available within the Ministry's budget for the period 2018-2020. As it is known that women with a non-Western background suffer most from a lagging labour market, special attention will be paid to the effects of the policy interventions on both women and men.

**Other Activities**

Ministry of Education: five-year grant/co-operation with migrant and refugee organisations to improve social safety for women (and LGBTI) and acceptance of gender equality.

**Target Group**

Migrant women, asylum-seeking women and girls and asylum status holders.

**Objective 6.****Achieve gender mainstreaming in all policies and measures****Legislative Changes**

- The government is currently drafting an action plan to limit unnecessary gender registration.
- A change of the general law concerning equal treatment has been proposed by several members of parliament to further explain the unlawful discrimination based on gender (making it more explicitly inclusive of transgender and intersex persons). The law has been passed by the House of Representatives and is now awaiting approval by the Senate.

**Policy Changes**

A gender assessment is being developed. This test will be a part of the "integral assessment framework" that needs to be used when implementing new policy or when changing or updating current policies.

**Other Activities**

The department for gender equality contributes to policies regarding anti-discrimination, equal opportunities in education and many other policy fields to ensure a gender perspective.

**Target Group**

Companies, NGOs, government agencies.

**MAIN CHALLENGES:**

- Increasing the level of financial independence of women.
- Increasing the number of women on company boards.
- Ensuring safety of women in public spaces.
- Combating gender stereotyping in education and media.
- Combating discrimination of pregnant women on the labour market.

<b>NORWAY</b>
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<b>Objective 1.</b>
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<b>Prevent and combat gender stereotypes and sexism</b>
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<b>Legislative Changes</b>
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A new integrated equality and anti-discrimination act came into force in January 2018. The act joins the 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.

From 1 July 2018, parental leave will be divided into three equal parts. Both parents have 15 weeks that are reserved for them. This represents an increase from 10 to 15 weeks that are reserved for each parent. The remaining 16 weeks, the family can share as they wish. In this way, the fathers will have the opportunity to have a greater part of the leave, and the mothers may return to work earlier.

<b>Other Activities</b>
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In June 2018, the Minister of Children and Equality and the Minister of Trade and Industry arranged a round table conference about gender balance in top management in business. Participants from the largest companies in Norway and female entrepreneurs of two organisations that work towards an aim of more women in top management positions gave advice on measures to engage more women to prominent positions. The round table conference is to be followed up with a collection of best practices.

The Government has sent a report of a public hearing about the criminal justice protection against discrimination. The report proposes that gender, gender expressions and gender identity are included in the Penal Code section 185 regarding hate speech.

The Government has sent a proposal to strengthen private employers' and public authorities' statutory duty to work actively, targeted and systematic to promote equality on a public hearing.

In 2016-2018, a pioneering pilot project was conducted to establish an assessment methodology and certification scheme for equality for private employers and public authorities. There are now 15 certified companies. The purpose of certification is to stimulate long-term and systematic work for equality and diversity.

<b>Objective 3.</b>
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<b>Ensure the equal access of women to justice</b>
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<b>Legislative Changes</b>
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The new equality and anti-discrimination Ombud's and Tribunal's act came into force in January 2018. The act separates the enforcement role from the driving force role. 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 has been strengthened, and has been given the authority to impose compensation in cases of discrimination in work life and to impose compensation in simple case matters.

A new integrated equality and anti-discrimination act came into force in January 2018. The act joins the 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 6.****Achieve gender mainstreaming in all policies and measures****Policy Changes**

The Norwegian Directorate for Children, Youth and Family Affairs is currently working on reviewing the guidance notes regarding equality on the Instructions for Official Studies of Central Government Measures ("Instructions for Official Studies"). The guidance notes are intended for use in studies of central government measures. The purpose of the guidance notes is to promote good quality in the basis for making decisions on central government measures. It is important for central government measures to be well founded and carefully considered. This implies that a good basis for decision making shall be established prior to making a decision as to which measure should be implemented.

## POLAND

**Objective 1.****Prevent and combat gender stereotypes and sexism****Legislative Changes****Education system**

In the reporting period, based on the Act of 14 December 2016 - Education Law, new core curricula for the education system were elaborated or introduced.

The core curriculum for pre-school and general education for the primary school (Journal of Laws of 2017, item 356), applied since 1 September 2017, emphasises shaping and strengthening students' social and civic competences, as well as introducing them to the world of values. The values such as sacrifice, co-operation, solidarity, altruism and building social relations favouring the safe development of the student were indicated. Moreover, the aims of education are to strengthen the students' sense of individual identity, to create a sense of dignity of their own person and respect for the dignity of others, as well as to shape an attitude open to the world and other people.

Social and civic education in kindergarten is aimed at teaching children to show respect to all people, establish peer relationships, apply group norms, co-operate, identify values related to social skills and behaviours: respecting rights and duties, paying attention to individual needs and giving attention to other children and adults.

The development of social and civic competences in primary school is continued primarily at *Polish language, history and knowledge about society, geography, physical education, art and music* lessons. It should be emphasised that all teachers are involved in the process of raising children and youth, regardless of the subject they teach.

For example, in *history* lessons, values such as truth, justice, goodness, beauty, freedom, solidarity, responsibility, courage, criticism, but also tolerance, identity and culture are shaped. The object of *knowledge about society* is aimed at shaping civic attitudes and developing knowledge and skills regarding environmental circles in which students function. The goal is also to build awareness that human dignity is the basis of various moral systems, the source of universal, innate, inviolable and inalienable freedoms and human rights. During lessons, students will get acquainted with the Universal Declaration of Human Rights. *Ethics classes* teach respect, forbearance and love. Students learn about kindness, altruism, care, disinterestedness, volunteering, companionship, gratitude, compassion, empathy, trust, personal inviolability, tolerance, common good, co-operation, justice, the rule of law, solidarity.

Issues concerning the roles of men and women in the context of stereotypes – in addition to family functions, fulfilling marital and parental roles, social roles, better understanding of themselves and the immediate environment – are included in the core curriculum of the subject of *education for family life*.

The new core curriculum for post-elementary schools (Journal of Laws of 2018, item 467), adopted on 30 January 2018, will be applied from the school year 2019/2020. The preamble of the document stipulates that in the process of general education, it is the duty of the school to shape attitudes that are favourable to the pupils' individual and social development, such as: honesty, credibility, responsibility, self-esteem and respect for other people.

It is emphasised that in the social development it is very important to shape the civic attitude of the students, the attitude of respecting the tradition and culture of their own people, as well as attitudes of respect for other cultures and traditions. The school is tasked with preparing students to undertake activities for the school and local environment in the spirit of acceptance and respect for another human being.

The content of teaching in the field of social and civic education is included in particular to the core curriculum of subjects: *Polish language, philosophy, history, social knowledge, ethics, education for family life, physical education.*

For example, the core curriculum of the subject *knowledge about society* indicates the content of teaching about human dignity and the rights to which each person is entitled, recognising cases of human rights violations. Pupils will also analyse the reasons for the use of stereotypes and the associated dangers. The subject *education for family life* provides for content regarding interpersonal relationships, their importance in social and emotional development, mutual respect, self-help, co-operation, empathy, concepts of “masculinity” and “femininity”, marriage, parenthood, building lasting and happy ties, and integrating gender co-operation. The goal is also to shape attitudes that will enable students to build proper relationships in the family and social group.

#### **Target Group**

Pupils, teachers and educators, parents, society in general.

#### **Social policy and labour market (working arrangements)**

In the reporting period, activities aimed at developing the system of institutional care for children under the age of 3 and introducing reliefs for parents and guardians of persons with disabilities in taking up gainful employment, including more flexible organisation of work were carried out. These actions are meant to make it easier for men and women to combine their professional responsibilities with obligations they have to their families and persons under their care. They may also result in fathers becoming more involved in child care, including looking after children with disabilities. The expected indirect results of these actions include an increased presence of women in the labour market and a reduction of the gender pay gap.

#### **Institutional care for children**

On 1 January 2018, amendments to the Act of 4 February 2011 on child care for children under the age of 3 (Journal of Laws of 2018, item 603, as amended) entered into force, with the aim to simplify the rules related to establishing and running child care facilities for children under the age of 3.

Furthermore, in the 2018 edition of the “Toddler+” (“Maluch+”, programme of the Ministry of Family, Labour and Social Policy, implemented under the aforementioned act), state budget for establishing and functioning of child care facilities in the form of nurseries, children’s clubs and with day-time guardians was increased up to 450 million PLN, i.e. nearly 300 million PLN more than in the previous edition. It is estimated that the programme will result in creating over 24,000 places for children, and over 56,000 of existing facilities will receive co-financing. For the first time a guarantee of receiving the amount requested by a local government unit was introduced for municipalities with no nurseries or children's clubs, and under conditions that the planned investment concerns up to 20% of children aged 1–2 and does not exceed 3 million PLN.

#### **Care allowance for parents of children with disabilities**

Legislative solutions were introduced to make it easier for professionally active parents of children with disabilities to combine care with professional activity (Act of 10 May 2018 amending the Act on Vocational and Social Rehabilitation and Employment of Persons with Disabilities and some other

acts, Journal of Laws of 2018, item 1076).

On the basis of those solutions, in the Act of 25 June 1999 on cash benefits from social insurance in case of sickness and maternity (Journal of Laws of 2017, item 1368), the period of care allowance granted to parents of disabled children was extended from 14 to 30 days: for an insured person due to the need to personally take care of a sick child with a certificate of significant degree of disability or a certificate of disability together with indications: necessity of permanent or long-term care or assistance of another person in connection with a significantly limited possibility of independent existence and the necessity of permanent daily participation of the child's guardian in the process of his or her treatment, rehabilitation and education until the child reaches 18 years of age. Also, the amendment to the act made it possible to benefit from care allowance for a child with disabilities in the event of illness or childbirth of a guardian permanently taking care of the child until the child is 18 years old. Until now, this was only possible until the child turned 8.

#### **Labour market (working arrangements)**

The amendments to the Labour Code (the Act of 10 May 2018 amending the Act on Vocational and Social Rehabilitation and Employment of Persons with Disabilities and some other acts, Journal of Laws of 2018, item 1076) made it possible for an employee – a parent of a child with disabilities and a child with special educational needs – to submit an application, binding for the employer, for working flexitime (interrupted working time system – Article 139), the working time schedule providing for different hours of starting work on employees' working days and the period in which the employee should take up work (Article 140<sup>1</sup>), as well as individual work time schedule (Article 142) and in the form of teleworking (Article 67<sup>5-17</sup>). An employer may reject the application of the employee but only if its approval is impossible due to the organisation of work or the type of work performed by the employee, and the employer is obliged to inform the employee about the reason for the rejection. Working parents of children with disabilities who are over 18 years of age can also benefit from this right.

In accordance with the Act of 22 June 2017 amending certain acts in connection with the implementation of the “For Life” Programme (Journal of Laws of 2017, item 1292), since 1 January 2018, employers or entrepreneurs have been entitled to receive a grant for employing delegated unemployed guardians of people with disabilities.

#### **Target Groups**

Parents, guardians, children, persons working at formal child care facilities providing care to children under the age of 3, parents of children with disabilities, employers.

#### **Other Activities**

##### **Care services in rural areas**

In the framework of the strategic project “(In)dependent”, the Ministry of Agriculture and Rural Development co-ordinates the “People-friendly farms” Project. The aim of this initiative is to facilitate access to affordable and high quality social services through the development and implementation of care services for members of rural households who rely on the assistance of others (care farms). The emergence of care farms shall positively affect the quality of life in rural areas. It will be important not only for those who require direct support, but also for persons providing care (mainly women), who are often forced to give up their professional and public life in order to cater for the needs of dependent family members.

#### **Target Group**

Residents of rural areas, carers (especially women), dependant persons.

<http://www.gospodarstwa-opiekuncze.pl>



### **Funds of the Aid to the Victims and Post-penitentiary Assistance - the Justice Fund**

The Funds of the Aid to the Victims and Post-penitentiary Assistance - the Justice Fund is managed by the Ministry of Justice.

As regards the objective 1 of the Strategy - *Prevent and combat gender stereotypes and sexism*, there are calls for proposals for grants aiming to prevent causes of crime, including sexism or gender stereotypes, which may be the cause of various behaviours falling under the category of penalised acts.

The grants under Programme II Priority I (preventing causes of crime) may be awarded to units outside of public sector and non-profit units, including associations, foundations, organisations and institutions, for actions such as information campaigns, research, publications, assistance to crime victims and prevention, conferences, seminars and training, purchase of intangible fixed assets.

From October 2017 to September 2018, out of five calls for proposals, 94 grants were awarded for a total amount exceeding 50 million PLN. In September 2018, additional calls for proposals were resolved, with the budget of 10 million PLN.

#### **Target Group**

Victims of crime, society in general.

#### **Police**

In the reporting period, local police units organised training workshops addressed to police officers and the local communities. The discussed topics included observing human rights and freedoms when performing police duties, preventing and combating hate crimes, preventing and combating stereotypes, including those related to gender and gender based discrimination.

#### **Target Group**

Police officers, local communities.

#### **Armed forces**

In the reporting period, training was conducted by the Co-ordinator for Equal Treatment and the Chairperson of the Council for Women in the Ministry of National Defence. Also, more female soldiers participated in specialist courses which led to the increase of the percentage of women at command positions.

#### **Target Group**

Soldiers, female soldiers, commanding staff.

### **Selected projects implemented by the Ministry of Foreign Affairs**

#### **World Autism Awareness Day, Empowering Women and Girls with Autism (5 April 2018)**

Poland co-organised the World Autism Awareness Day, Empowering Women and Girls with Autism. The intervention of the delegate from the Polish Synapsis Foundation focused on the situation of women with autism in the workplace.

#### **Target Group**

UN member states.

[http://nowyjorkonz.msz.gov.pl/pl/aktualnosci\\_1/obchody\\_swiatowego\\_dnia\\_swiadomosci\\_autyzmu\\_1](http://nowyjorkonz.msz.gov.pl/pl/aktualnosci_1/obchody_swiatowego_dnia_swiadomosci_autyzmu_1)

**Support for single mothers from disadvantaged backgrounds in Tunisia** implemented by Embassy of Poland in Tunis in 2017.

The goal was to support single mothers' professional inclusion and education of children from disadvantaged backgrounds.

**Target Group**

Single mothers from "*Amal pour la famille et l'enfant*" Association (*Amal for the family and child*), 25 women living in the Single Mother Centre; children from the School Support Centre.

**Support for female run micro-enterprises in Nicaragua** implemented in 2016 and 2017.

The goal was to support micro-enterprises (tortilla production) run by women in Nicaragua (co-run by the Embassy of Poland in Mexico).

**Target Group**

Businesswomen (30) and their families, local suppliers (around 220 persons).

**Support for women from Indian/Native American Wayuu tribe in Colombia** implemented in 2017.

The goal was to provide support in starting a business (small manufacture of traditional hammocks and other traditional products, co-run by the Embassy of Poland in Bogota).

**Target Group**

Women (30 from Quinewomana community and 20 from San Martin Puroi community) and around 320 family members.

**Support for women running a business in Palestine** implemented in 2017.

The goal was to offer professional training for businesswomen (promotion, expansion to the new markets), professional internships for 20 female graduates from university (implemented by the Representation of Poland to the Palestinian Authority in Ramallah).

**Target Group**

Businesswomen - small and medium-sized enterprises (10), female students (20).

**Improving digital literacy in Jordan** implemented by the Embassy of Poland in Amman in 2017.

The goal was to provide equipment for the Women Development Centre in Mafraq, Jordan.

**Target Group**

Women taking part in the professional workshops organised by the Women Development Centre in Mafraq (40 participants).

**Improving irrigation systems in Palestine** implemented by the Polish Centre for International Aid in 2018.

The goal was to optimise the conventional and non-conventional irrigation systems in rural areas and to offer professional support for women and young adults in Palestine.

**Target Group**

Women running small, food-supplying gardens.

**Supporting Sukuma tribe in Tanzania** implemented by the African Missions Association and Charity Centre 'SOLIDARNI' in 2018.

The goal was to empower young women from Sukuma tribe by providing support and mentoring to young adults and albino children.

**Target Group**

Sukuma tribe (young adults, young uneducated women, albino children from Buhangija Centre).

**Support for businesswomen in Palestine** implemented by the Representation of Poland to the Palestinian Authority in Ramallah in 2018.

The goal was to finance a radio programme aimed at creating positive image of women-entrepreneurs in Palestine.

**Target Group**

Women who run small enterprises.

**Supporting women's economic empowerment in Palestine** implemented by the Representation of Poland to the Palestinian Authority in Ramallah in 2018.

The goal was to create job opportunities for women by offering vocational trainings on start-ups, for example, in tourism.

**Target Group**

Female graduates (30) from Palestinian universities.

Supporting women's co-operatives in Senegal implemented by the Embassy of Poland in Dakar in 2018.

The goal was to improve the productivity of women's co-operative in Kédougou by purchasing the devices for the production of karité butter.

**Target Group**

Members of women's co-operative in Kédougou.

**Objective 2.****Prevent and combat violence against women and domestic violence****Legislative Changes**

On 19 December 2017, the Council of Ministers adopted the proposal for the amendment of the Penal Code, which aggravates the penalties for serious sexual crimes and increases the protection of rape victims. The proposal is currently at the stage of parliamentary work.

Proposed solutions:

- increasing penalties for rape committed with particular cruelty;
- introducing, upon request by the wronged person, 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;

- introducing special provisions which foresee more strict responsibility of perpetrator of sex crimes or obscenity who acts in the conditions of return to crime in the form of a new type of special recidivism;
- creating the legal basis for possibility to exclude the option of conditional release of convicted sex offenders if found guilty of murder in connection with rape of a minor under 15 years of age and if the crime was motivated by the perpetrator's sexual preferences, and there is a likelihood of committing again a criminal act deemed socially harmful;
- more strict provisions related to rape when the offender is armed with fire arms, knife or any other such object or substance/measure or for acting in a way which endangers life of a pregnant woman or for recording the image or the sound of such deed.

#### **Target Group**

Victims of sex crimes, perpetrators of sex crimes.

#### **Policy Changes**

In the reporting period, services and institutions operating in municipalities and poviats continued their activity in the area of preventing domestic violence, including preventing violence against women, in accordance with the assigned competences resulting from the Act of 29 July 2005 (Journal of Laws of 2015, item 1390) and implementing provisions to the Act, as well as on the basis of the National Programme for the Prevention of Domestic Violence for 2014–2020.

At the level of the local government, support for people experiencing violence is provided mainly in the framework of the "Blue Card" procedure, as well as through actions taken by municipal Interdisciplinary Teams for preventing domestic violence and their working groups. Support also comes from local government institutions, such as consultation centres, crisis intervention centres, support centres, including homes for mothers with minors and pregnant women. Assistance is provided on a continuous basis and accordingly to the assigned competencies.

As the Polish society is ageing, elderly people are a group that merits special support. One of the important characteristics of the society-ageing process is its feminisation. According to the data of the Central Statistical Office, women constitute the majority of the elderly population (59%). Therefore, elderly women are the largest group benefiting from actions aimed at protection of the elderly against discrimination and violence.

To tackle these issues, a document *Social Policy for the elderly 2030. Security – Involvement–Solidarity* was prepared by the Minister of Family, Labour and Social Policy. Its adoption by the government is planned by the end of 2018. The document features, among others, the following section: *Strengthening physical security – preventing violence and neglect against the elderly* which will be implemented by taking actions for:

1. implementation of campaigns, happenings and other preventive actions in the area of education, aimed at preventing violence against the elderly;
2. setting up nationwide counselling networks for elderly people experiencing violence at home;
3. developing a system of trainings concerning the elderly, violence and interpersonal communication, to be conducted in educational institutions, social welfare institutions, medical care facilities, law enforcement agencies and judiciary bodies, as well as among seniors themselves; improving attitudes when it comes to taking a humane approach in providing legal services to elderly people experiencing violence.

<https://www.mpips.gov.pl/aktualnosci-wszystkie/seniorzy/art,9664,polityka-spoleczna-wobec-osob-starszych-2030-bezpieczenstwo-uczestnictwo-solidarnosc-prezentacja-zalozen.html>

**Target Groups**

Victims of violence, persons professionally dealing with violence, its victims and perpetrators, elderly women.

**Other Activities**

Selected actions were implemented between October 2017 and September 2018 in the framework of the National Programme for the Prevention of Domestic Violence for 2014-2020:

- maintenance of 35 specialist support centres for victims of domestic violence providing wide-ranging support to persons experiencing domestic violence, *inter alia*, in the form of shelters, and psychological, legal or medical counselling. An ongoing activity. Over the reporting period, specialist support centres operated in all 16 Polish voivodeships. In 2018, a needs assessment was conducted and the location was chosen for a new specialist support centre for victims of domestic violence;
- implementation of corrective and educational impact programmes for persons committing domestic violence (state budget financing of the measure implemented by the poviats self-government);
- implementation of psychological and therapeutic programmes for persons committing domestic violence (state budget financing of the measure implemented by the poviats self-government);
- co-financing of training for representatives and services that professionally deal with issues related to violence prevention (state budget financing of activities implemented by the voivodeship self-government);
- development of guidelines in April 2018 by the Minister of Family, Labour and Social Policy for conducting training in the area of domestic violence prevention for 2018-2019;
- organisation of a national conference "Institutional action for violence prevention" (December 2017) for the representatives of institutions and organisations involved in the implementation of actions for the prevention of violence,
- organisation of two meetings of the Monitoring Team for the Prevention of Domestic Violence. The Monitoring Team for the Prevention of Domestic Violence is a consultative and advisory body to the Minister of Family, Labour and Social Policy;
- organisation of an open tender as part of the Cover Programme "Support for Local Government Units in the Creation of a System for the Prevention of Domestic Violence". In 2018, 76 projects implemented by municipality and poviats self-governments obtained co-financing of 3 million PLN.

**Education system**

The Centre for Education Development (CED), a national teacher training institution, runs a subpage called "Blue Cards Procedure in the education system" which contains information about courses organised by the CED for education employees, publications including guides and assessment questionnaires, and lists of the most important legal acts and useful links.

<https://www.ore.edu.pl/2013/09/niebieskie-karty-w-oswiacimaterialy-do-pobrania/>

The CED organises periodic training "Counteracting domestic violence against children and implementation of the 'Blue Cards' procedure in education" addressed to school specialists (psychologists, school pedagogues), specialists from teacher training centres and psychological and pedagogical counselling centres. In 2017, there were 17 people trained. The recipients of the training were a group of specialists from teacher training centres and psychological and pedagogical counselling centres, who would then train teachers in schools and educational institutions (cascade training). In 2018, e-learning training on preventing domestic violence against children and implementation of the 'Blue Cards' procedure in education was provided, and 131 people received the attestation.

### **Funds of the Aid to the Victims and Post-penitentiary Assistance - the Justice Fund**

The Funds of the Aid to the Victims and Post-penitentiary Assistance - the Justice Fund is managed by the Ministry of Justice.

Regarding the Objective 2 of the Strategy - *Prevent and combat violence against women and domestic violence*, during the reporting period, competitions for the implementation of tasks aimed at helping victims of crime and, as mentioned previously, prevent the causes of crime (Programme II Priority I) were conducted. Tasks for which the subsidies have been granted concern the broadly understood assistance to victims of crime, which includes not only legal but also psychological or psychiatric aid.

Under the Programme I Priority I (*Assistance to victims of crime and their closely-related persons*) and Priority II (*Assistance to witnesses and their closely-related persons*), there were two calls for proposals for actions.

The grants under Programme I Priority I and II can be awarded for actions implemented by units outside of public sector and non-profit units, including associations, foundations, organisations and institutions. The grants can finance actions such as: organising and financing legal assistance, including alternative methods of conflict resolution; assistance of an interpreter including assistance of a sign language interpreter or guide interpreter; covering costs related to psychotherapy, psychiatric or psychological help; organising and financing assistance provided by a first contact person; covering costs of health services, medicines and medical devices; covering costs related to education in public schools and kindergartens, including individual teaching; covering costs related to child care in nurseries and children's clubs run by communes; organising and financing training and courses improving professional qualifications, as well as covering the costs of exams confirming professional qualifications; covering the costs of temporary accommodation or providing shelter; subsidies to rent and other selected payments; purchases and services.

In total, 136 grants amounting to over 76 million PLN were granted under the aforementioned Programme I Priority I and II and Programme II Priority I. It should be noted that the reports show that assistance to victims of crime is most often granted to women and minors who are victims of domestic violence.

### **Police**

In the reporting period, police officers took part in training sessions on implementing the 'Blue Card' procedure, which included discussions on issues such as: algorithms for how to proceed in cases of interventions related to domestic violence, rules governing the police carrying out the 'Blue Card' procedure, legal acts that regulate the procedure, rights of persons being victims of domestic violence, and facilities providing aid to victims of violence. Furthermore, the General Police Headquarters organises annual training seminars with co-ordinators from regional/metropolitan headquarters, who handle prevention of domestic violence. A seminar took place in April 2018.

#### **Selected Other Activities:**

- the police organised training courses together with Regional Social Policy Centres, e.g. "*Working with a family at risk of/suffering from violence – systemic approach*" raising professional qualifications of services involved in preventing domestic violence;
- workshops for women such as "*Safe Woman*" – a series of classes for women in the field of law, premedical assistance and self-defence;
- participation in *the international day without violence* (2 October 2017). The police in Zachodniopomorskie Voivodeship visited secondary education facilities to conduct training and educational meetings on the topic of domestic violence;

- as part of the global action “16 Days of Activism against Gender-based Violence” the Regional Command in Radom organised a campaign called “16 Days vs. violence against women”;
- on 14 February 2018, as part of the global social campaign aimed to combat violence against women, the event “ONE BILLION RISING POLAND 2018” took place on the Old Market Square in Płock, addressed to adult inhabitants of Płock, as well as tourists and guests staying in Płock at that time;
- “A home with both parents gives shelter and balance” – project carried out in Radom as a joint initiative of the Police, Municipal Office and the Municipal Social Welfare Centre, chiefly aimed at bringing safety and aid to children and persons suffering from violence by creating and implementing a system of two-person “child friendly patrols”, consisting of a municipal social welfare centre worker and a police officer, working in the afternoon-evening hours (4:00 – 10:00 pm);
- since 2008, the Prevention Bureau of the General Police Headquarters has been involved in organising the competition called “Police officer, who helped me”, initiated by the National Emergency Service for Victims of Domestic Violence of the Institute of Health Psychology and “The Blue Line”. The goal of the competition is to honour the Police officers showing exceptional professionalism, empathy and skills in providing individual aid to persons suffering from domestic violence.

#### **Target Group**

Persons at risk or experiencing domestic violence, including women, elderly women and children, persons suspected of committing violence or who commit domestic violence, representatives of services and institutions operating in the area of preventing domestic violence, including staff of educational institutions, victims of crimes, persons related to crime victims, witnesses of crimes, local communities.

#### **Selected projects implemented by the Ministry of Foreign Affairs**

Strengthening the mechanism for prevention of domestic crimes and protection of victims in Georgia, implemented by HumanDoc Foundation between 1 May 2017 and 31 December 2018.

The goal was to set up two shelters for victims of domestic violence, to raise awareness about domestic violence by organising training for different professions, to raise awareness of Georgian citizens about perception of domestic violence as a crime.

#### **Target Group**

Georgian society, in particular local community of Samegrelo, Swanetii, Gurii and Samcche Dżawachetii, especially victims of domestic violence, representatives of professions relevant for the combating violence system, local community from western Georgia including parents and children from schools with raising awareness programmes.

<http://humandoc.pl/Dzialalnosc/wzmocnienie-systemu-przeciwdzialania-przemocy-domowej-i-ochrony-ofiar-przemocy-w-gruzji-2017-2018/>

**Disadvantaged groups in Georgia**, implemented by Adventist Development and Relief Agency ADRA Polska.

The goal was to improve the living conditions of the disadvantaged groups in Georgia, especially women and children.

#### **Target Group**

Children from disadvantaged backgrounds, victims of domestic violence.



**Creation of emergency response centre for victims of domestic violence**, implemented by the Embassy of Poland in Tbilisi between 1 April 2017 and 31 December 2018.

The goal was support the centre for victims of domestic and sexual violence, including via legal and psychological assistance.

**Target Group**

Victims of domestic and sexual violence.

**HAART shelter for victims of human trafficking in Kenya**, implemented by the Embassy of Poland in Nairobi in 2017.

The goal was to extend the shelter with a view to hosting in particular young girls.

**Target Group**

Victims of human trafficking in Kenya, girls between 6 and 17 years old.

**Objective 3.**

**Ensure the equal access of women to justice**

The information on the number of men and women in ordinary courts is collected in the database administered by the Department of Human Resources and the Organisation of Ordinary and Military Courts of the Ministry of Justice. According to data, as of 31 December 2017 women constitute the majority of employees in all professional groups and at all levels of the judiciary. Based on the data, the conclusion might be drawn that there are no barriers for women's participation in the judiciary.

	Women	Men	Total
<b>Courts of Appeal</b>	<b>1588</b>	<b>624</b>	<b>2212</b>
Assistant referees	179	67	246
Other court employees	90	55	145
Judges	247	211	458
Judicial officers	1072	291	1363
<b>Regional Courts</b>	<b>9427</b>	<b>2932</b>	<b>12359</b>
Assistant referees	964	374	1338
Other court employees	564	417	981
Probation officers	68	28	96
Court referendary	25	10	35
Judges	1548	1105	2653
OZSS Specialists	522	80	602
Judicial officers	5736	918	6654
<b>District Courts</b>	<b>31325</b>	<b>7019</b>	<b>38344</b>
Assistant judges	225	124	349
Assistant referees	1602	589	2191
Other court employees	1581	536	2117
Probation officers	4000	1092	5092
Court referendary	1355	551	1906
Judges	4269	2237	6506
Judicial officers	18293	1890	20183

**Other Activities****Funds of the Aid to the Victims and Post-penitentiary Assistance - the Justice Fund**

The Funds of the Aid to the Victims and Post-penitentiary Assistance - the Justice Fund is managed by the Ministry of Justice.

Activities carried out on the basis of Programme I Priority I and II, in the framework of assistance to victims of the crime referred to above (Objective 2 of the Strategy: Prevent and combat violence against women and domestic violence) also apply to equal access to justice. Thanks to the grants, everyone, regardless of gender or origin, can benefit from the assistance (legal and psychological) offered which facilitated equal access to justice. As part of the competitions, a total of 42 grants were granted for the amount of over 25 million PLN.

**Target Group**

Victims of crimes, persons related to crime victims, witnesses of crimes.

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

On 10 May 2018 (during the Polish presidency of the UN Security Council), the Permanent Mission of Poland to the UN in New York organised the exhibition "Women of independence". The exhibition which aimed at promoting women independence fighters was organised at the UN headquarters.

**Target Group**

UN member states.

**Objective 5.****Protect the rights of migrant, refugee and asylum-seeking women and girls****Policy Changes**

Broadly understood security issues, including domestic violence and sexual exploitation, are among priority areas of the Office for Foreigners. In order to provide security to applicants for international protection and local community, as well as to prevent of crisis situations, the Office for Foreigners has developed a number of interior standard safety procedures for employees working both in centres for foreigners and in the headquarters. Their goal is prevention of violence and establishing how to react in extraordinary situations. In the years 2017-2018, following procedures protecting (among others) the rights of asylum-seeking women and girls have been updated:

- procedure concerning minors who get married or who are planning to get married (updated in 2017).
- procedure of dealing with security threats (updated in 2018).

In June 2018, the Office for Foreigners updated the algorithm to deal with foreigners requiring special treatment (i.e. minors, persons with disabilities, elderly, pregnant women, single parents, victims of human trafficking, bedridden persons, persons with mental disorders, persons subjected to torture and victims of physical, psychological, sexual violence or due to gender, sexual orientation and gender identity) which in a complex way regulates the procedure for dealing with such persons in centres for foreigners. The algorithm details all stages of social assistance provided to a vulnerable person by category, including co-operation with the border guards (transferring vulnerable persons to Poland) and medical operator (providing special medical treatment to foreigners in need).

### Other Activities

Employees of the Office for Foreigners together with the employees of the 'We Provide Children with Strength Foundation' (Fundacja Dajemy Dzieciom Siłę) have developed and implemented a programme to protect children against abuse in centres for foreigners that are run by the Office for Foreigners. The programme was created as a result of a partnership project 'We protect children in centres for foreigners', carried out in years 2016-2017 and co-financed from European Asylum, Migration and Integration Fund (AMIF). This document, addressed to all employees and collaborators of the Office for Foreigners, determines standards and procedures of conduct aiming to:

- increase awareness about importance of protection of children against all forms of harm,
- deliver instructions and specify the procedure and scope of responsibility in all actions concerning children's safety, and
- ensure safety for children through prophylactic actions.

In 2017-2018 a series of training sessions were conducted separately for the employees and co-workers of the Office for Foreigners and for the foreigners applying for international protection. Training was focused on:

- education of employees in the area of child protection and helping children in emergency situations;
- education of parents in the field of raising children without violence and of child protection against violence and abuse.

In the years 2017-2018, a series of training sessions on support and protection of women and girl's rights were conducted in the Centre for single women and single women with children in Warsaw, in co-operation with non-governmental organisations.

#### 2017

- Counteracting and preventing sexual violence and gender-based violence – training for girls aged 12-17, organised by the Other Space Foundation (Fundacja Inna Przestrzeń) in co-operation with UNHCR.
- Psychological support for women and children, organised by the Polish Migration Forum Foundation (Polskie Forum Migracyjne).

#### 2018

- Training in the field of anti-discrimination law for teenagers "Abused no more (Erasmus+)", organised by the Association for Legal Intervention (Stowarzyszenie Interwencji Prawnej).
- Anti-violence trainings for girls aged 9-12, organised by: the Other Space Foundation (Fundacja Inna Przestrzeń).
- Anti-violence training for women, organised by the Other Space Foundation (Fundacja Inna Przestrzeń).
- Psychological and legal training on violence against women "Draw the line", organised by the Femioteka Foundation.
- Anti-discrimination training ("HOME\*EU"), organised by the Warsaw Cultural Centre "Zacisze".

The Gdańsk Immigrant Support Centre created a Roma Community Team, which holds monthly meetings of district police officers with the representatives of the Roma community in Gdańsk. The meetings are focused on giving consultations and taking actions directed towards ensuring the community's safety.

**Target Group**

Asylum-seeking women and girls, Roma immigrants.

**Objective 6.****Achieve gender mainstreaming in all policies and measures****Policy Changes**

Based on the conclusions of the survey carried out in 2016 for the Minister of Sport and Tourism, the Ministry drew up a document in 2017 containing good management standards: the *Code of Good Governance for Polish Sports Associations*. The *Code* reflects the great attention paid to the quality of governance of Polish sport and to the fairness and cost-effectiveness of public funds expenditure on sport, which are the ministry's priorities.

The *Code of Good Governance* is a non-legislative tool, a manual or a catalogue of recommendations and good practices for management boards of the Polish Sports Associations (PSA). Nevertheless, any Polish Sports Association seeking funding from the Ministry of Sport and Tourism will be required to follow the *Code's* recommendations. The *Code* will be implemented gradually starting from 2019.

The *Code* contains over 180 specific recommendations that relate to various thematic areas. The recommendations implement the general principles laid down in the *Code*, which are: Effectiveness, Professionalism, Planning, Integrity, Openness and Accountability. The recommendations are grouped under 12 thematic areas.

Some of the recommendations contained in the *Code* relate to the issues of counteracting discrimination and promoting equality in sport. The thematic area 1: *Organisation and competencies of PSA bodies* includes recommendation according to which women should make up at least 10% of the Board members if the national teams run by a given PSA include over 30% of female athletes, and at least 30% of the Board members if the national teams run by a given PSA include over 50% of female athletes.

The provisions of the *Code* require Polish Sports Associations to combat, among others, economic exploitation in sport, violence, and inequality of opportunities on the grounds of, inter alia, race, ethnicity, age, gender or degree of disability.

Every Polish Sports Association is required to adopt regulatory and programming solutions aimed at preventing and combating discrimination. The solutions have to be reflected in the strategic documents of the association, in its educational activities and its practice of enforcing disciplinary liability. The list of mandatory guidelines concerning the *Code's* thematic area 7: *Integrity in sport* includes a postulate for the PSAs to carry out preventive actions against, inter alia, discrimination in sport, including, in particular: training for athletes (including national team members of all age categories), coaches and physicians; awareness campaigns for athletes on the effects of doping, involvement in corruption and discriminatory behaviours; and out-reach projects with the participation of famous athletes, in order to promote positive attitudes with regard to combating doping, corruption and discrimination.

**Programmes co-financed by the EU funds**

According to Regulation of the European Parliament No. 1303/2013 the principle of equal opportunities for women and men should be implemented under EU funds at all levels of implemented operational programs.

For this purpose, the Ministry of Investment and Economic Development, as the institution

managing EU funds in Poland, has prepared *A guideline on the implementation of the principle of equal opportunities and non-discrimination, including accessibility for people with disabilities and the principle of equal opportunities for women and men within EU funds for 2014-2020*. These guidelines indicate how the institutions responsible for managing the funds should include the subject of gender equality at the stage of: preparation of the programme, its implementation including monitoring, control, evaluation, reporting. This guideline is obligatory for all EU funds in Poland.

## **Other Activities**

### Governmental administration

The Chancellery of the Prime Minister (the Government Plenipotentiary for Equal Treatment) implements the project *“Development and implementation of the coherent system for monitoring gender equality and intersectoral co-operation model for gender equality”*, co-financed by European Social Fund, Operational Programme Knowledge Education Development 2014-2020. The project will be implemented from 2018 to 2020.

The main goals of the project are:

- development of a coherent system for monitoring gender equality in public entities;
- development and implementation of the intersectoral co-operation model between central, regional, local administration, non-governmental organisations and social partners for gender equality.

The project is aimed at increasing the competences of the public institutions personnel in terms of gender equality and the policy of equal treatment at the level of voivodeship and central administration.

Direct beneficiaries of the project are Voivodes' Plenipotentiaries for Equal Treatment and Coordinators for Equal Treatment, appointed in the Chancellery of the Prime Minister, all ministries and other central institutions.

The project includes activities such as:

- evaluation of the National Action Programme for Equal Treatment 2013-2016;
- diagnosis of the internal and external (social) environment of entities participating in the project, aimed at assessing challenges connected to implementation of the equal treatment policy;
- raising awareness in the field of equal treatment through trainings, study visits and consulting activities dedicated to Voivodes' Plenipotentiaries for Equal Treatment and Co-ordinators for Equal Treatment;
- development and implementation of recommendations on promoting gender equality in voivodeship strategies for social policy;
- development of co-operation with social partners, non-governmental organisations and other entities in the field of equal treatment;
- implementation of pilot system of intersectoral co-operation for gender equality in selected institution;
- implementation of the system for monitoring gender equality in public entities.

### Seniors

The aim of Other Activities carried out by the Ministry of Family, Labour and Social Policy is to inspire mature women in the regions to believe in their own potential and to see opportunities offered by the “Senior+” Houses and Clubs, as well as all available forms of activity. To this end, a symposium

“The gift of being a mature woman” was organised on 17 March 2018 in Częstochowa.

[www.mpips.gov.pl/aktualnosci-wszystkie/seniorzy/art,9818,symposium-dar-bycia-dojrzala-kobieta.html](http://www.mpips.gov.pl/aktualnosci-wszystkie/seniorzy/art,9818,symposium-dar-bycia-dojrzala-kobieta.html)

The Ministry of Family, Labour and Social Policy also implements a number of initiatives that contribute to ensuring safe, dignified and active ageing, e.g.:

- financial support to local governments, including through the implementation of the long-term programme "Senior +" for 2015-2020 with regard to establishing and daily functioning of day-care centres for seniors (Day time Houses and Clubs "Senior+");
- an information campaign “A Safe and Active Senior”. The campaign’s major goal is to raise awareness of issues related to the safety and activity of elderly persons.

[http://senior.gov.pl/bezpieczny\\_i\\_aktywny\\_senior/strona/76](http://senior.gov.pl/bezpieczny_i_aktywny_senior/strona/76)

#### Women from rural areas

In 2017, the Ministry of Agriculture and Rural Development carried out a project entitled “The role of female leaders of rural communities in local development processes”, whose aim is to train at least 800 women and prompt their engagement within local communities. The aim of the project was to encourage and mobilise women from rural areas to work in order to be able to create their own and other places of work and to participate in public life and social dialogue. The project was implemented from September to November 2017. On behalf of the Ministry of Agriculture and Rural Development, the project was implemented by the Agricultural Advisory Centre in Cracow.

<https://www.cdr.gov.pl/60-prow-2007-2013/2441-podsumowanie-projektu-pn-liderki-spolecznosci-wiejskiej-w-procesach-rozwoju-lokalnego>

#### Sports

The strategic document for the sports sector, entitled *Sport Development Programme 2020*, contains provisions on gender equality. One of the intervention directions indicated in the document is *Increased participation of women in sport*.

Activities carried out by the Ministry of Sport and Tourism with regard to gender equality include:

- Activation programme entitled Klub Sportowy [*Sports Club*], addressed to pupils and students. The programme is implemented on the national scale. The aim of the programme is to ensure to pupils and students additional physical activity options under the supervision of physical education teachers. One of the requirements of the programme, aimed at stimulating greater participation of girls, is the principle which has to be followed when establishing training groups at schools. If there is more than one training group established, the school has to ensure that there is at least one group dedicated for girls (who have to constitute over 50% of the group). This requirement has been introduced in response to the fact that, according to scientific research, the level of physical activity among adolescent girls drops significantly.
- Sports-related projects supported by the Ministry and addressed directly to women, such as: BABA CUP - a national women’s tennis tournament (organised by the KABA Association for Health Promotion and Active Life); the Irena Women’s Run - a national running event for women (organised by the Sporting Runners Club); and Champions at schools - an activation and education project for girls aged 15-19, implemented by the Otylia Jędrzejczak Foundation.

The Council of Europe Gender Equality Strategy 2018-2023

The document has been translated into Polish and distributed to ministries, selected central offices and Voivodeship offices.

**Target Group**

Girls and women, pupils, students, elderly women, governmental administration on national and regional level, local communities, applicants to the EU funds, sports association, women from rural areas.

**MAIN CHALLENGES:**

- Reconciliation of private, family, professional and public life.
- Strengthening of governmental institutional machinery for gender equality.



<b>ROMANIA</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Legislative Changes**

Law No. 178/2018 on amending and completing Law No. 202/2002 on equal opportunities and treatment between men and women, republished, as subsequently amended and supplemented, introduced:

- the notion of "gender-based violence" according to the Istanbul Convention,
- introduced the possibility for legal entities from public and private sector with more than 50 employees to have an equal opportunities expert in the staff structure or an equal opportunity technician. In case they cannot identify an appropriately trained person, the legal entities, institutions and authorities may assign tasks in the field of equal opportunities between women and men to an employee.

**Policy Changes**

*National Strategy on Promoting Gender Equality and Preventing and Combating Domestic Violence for the period 2018-2021*

All relevant programmatic documents (Governance Programme, Istanbul Convention, CEDAW, UN Agenda 2030, and EU Strategic Commitment in the Field of Equal Opportunities 2015-2019) were taken into account in its elaboration. The elaboration of the strategy project was carried out with the collaboration and in consultation with all the relevant actors in the field: representatives of the civil society, ministries with attributions in the field, representatives of the associative structures of the local public administration.

The new National Strategy on Promoting Gender Equality and Preventing and Combating Domestic Violence for the period 2018-2021 includes specific measures on the reconciliation of work, family and private life:

- a) Organising campaigns, actions and measures to increase the involvement of men/fathers in family life,
- b) Strengthening and improving the legal framework for the creation of mechanisms to support parents and to ensure a balance between family and professional life,
- c) Campaigning on the importance of raising awareness of young people's reintegration into the labour market and training for young parents.
- d) Encouraging the conclusion of flexible working hours and work for parents.
- e) Awareness-raising campaigns on the application of alternative working tools, namely flexible working time and work for parents (distance work).

**Other Activities**

In New York in September 2017, within the framework of the 72nd UN General Assembly, the Romanian President presented the Good Practice Model on Equal Opportunities Expert as an integral part of Romania's Campaign Report HeForShe. In this context, President Klaus Iohannis mentioned that by 2020, 70% of Romanian institutions will have experts on gender equality. This ambitious model has been highly appreciated by UN Women officials. Romania is one of the top 10 global leaders who have become champions of the "HeForShe" campaign and its public commitment to gender equality has been expressed. Commitment No. 1 assumed by our country was based on the introduction of the Equal Opportunities Expert (COR 242230) from 2014 into the Classification of

Occupations in Romania (according to the Joint Order of MMFPSPV and INS No. 1419/328/2014 regarding the modification and completion of the Classification of Occupations in Romania).

One of the main tasks of the gender equality expert is focused on analysing the context of the occurrence and evolution of the phenomenon of gender discrimination as well as the non-observance of the principle of equal opportunities for women and men and the recommendation of appropriate solutions for the observance of this principle, and formulating recommendations/observations/proposals to prevent/manage/remedy the context of risk that could lead to violation of the principle of equal opportunities between women and men, respecting the principle of confidentiality.

#### **Target Group**

Representatives of local and central public authorities, victims of violence against women

#### **Objective 2.**

##### **Prevent and combat violence against women and domestic violence**

#### **Legislative Changes**

Law No. 174/2018 on amending and completing Law No. 217/2003 on preventing and combating domestic violence with subsequent amendments and completions in accordance with the provisions of the Istanbul Convention:

Ensures the regulation of the necessary measures to protect and guarantee all fundamental rights and freedoms, which can only be achieved under the conditions of the existence and functioning of an effective and adequate national protection mechanism:

- has, as a key element, the paradigm shift focusing on the needs of the victim and the development of measures to prevent domestic violence (psychological counselling in divorce cases with a history of domestic violence, monitoring of protection orders/measures to prevent their violation);
- issuing of the provisional protection order represents the essential pillar of the new regulations and aims at the emergency intervention in imminent danger situations, according to Article 52 of the Istanbul Convention (involving the extension of the police prerogatives in order to ensure the protection of victims by immediate removal of the domestic aggressor in immediate danger situations. This measure involves the issue of OPP by a police officer on the spot on the basis of a situation assessment according to a risk form assessment (with a validity of up to five days), validation of the order by a prosecutor and transmission of related documents to the competent court for issuing a court order).
- important amendment is to regulate psychological violence as a crime with a prison sentence of three months to one year or a fine, as the case may be, with the possibility of transforming punishment into community-based working hours.
- provide an effective and multi sectorial response of the state authorities to domestic violence by: addressing the real and immediate needs of women facing such situations, providing monitoring and assistance measures, changing cultural norms and attitudes promoting the acceptance and which sometimes even encourages violence against women.
- contributes to the empowerment of local authorities, public opinion and aggressors.
- determines an active involvement of specialists with attributions in the field.

#### **Policy Changes**

*National Strategy on Promoting Gender Equality and Preventing and Combating Domestic Violence for the Period 2018-2021*

The general and specific objectives of this strategy are:

- developing the capacity of local public administration authorities to intervene in the preventing and combating of domestic violence cases;
- implementing at the national level the integrated Information System for registration, reporting and management of domestic violence cases;
- increasing efficiency in combating domestic violence crimes;
- stimulating the institutions with attributions in the field of preventing and combating domestic violence in order to develop, in partnership, preventative actions against the domestic violence phenomenon;
- continuous professional training of specialists working in the field of domestic violence (social worker, police officer, doctor/forensic doctor, psychologist, prosecutor, judge);
- rehabilitation of the victim and/or the domestic aggressor who has been subjected to criminal proceedings in criminal matters and against whom non-custodial measures or punishments have been pronounced through integrated and complementary activities, information, counselling, psychotherapy and other therapies in order to increase the autonomy and awareness of the social value of the individual, the development of responsibility and the regaining of social skills;
- continuing the funding process for the establishment of new units for preventing and combating domestic violence.

#### **Other Activities**

In order to provide financial support for the development of all working tools and instruments for the implementation of primary legislation, ANES has developed a number of projects that are currently in different stages:

- The predefined project "Support for the implementation of the Istanbul Convention in Romania", which aims to facilitate the implementation of the Istanbul Convention under the Justice Programme financed by the Kingdom of Norway through the Norwegian Financial Mechanism for 2014-2021 (under the Memorandum of Understanding on the implementation of the Norwegian Financial Mechanism 2014-2021 between the Kingdom of Norway and the Government of Romania dated 13.10.2016). The pre-defined 36-month implementation project will have a total value of EUR 2.5 million, and one of the main activities will be focused on the development of at least ten rape centres and eight help centres for aggressors at the local level, coupled with the elaboration of working procedures and specialised intervention programmes for aggressors in order to prevent the relapse of domestic violence acts.
- The VENUS project for combating violence against women and domestic violence will last four years and will be funded by European funds (POCU) and is worth 11 million euros. The project aims to develop measures focused on the integrated and unitary approach of social services in order to create and develop an integrated, national network of protected houses, support groups and vocational counselling for victims of domestic violence. In this regard, the creation of a national network of 42 shelters that will provide hosting, information, counselling and support services in order to achieve the transfer to active, independent living and social rehabilitation and also reintegration of women victims of domestic violence.

ANES together with the National Authority for Persons with Disabilities and ActiveWatch implement the "Justice has no Gender" project within the framework of DG Justice's call for action: "Actions to support national information, awareness raising and education activities aimed at preventing and combating violence against women". The EUR 179,692 project aims to raise awareness among high school teachers and students about gender-based violence in schools, with an emphasis on gender-based violence (including sexual violence and violence against girls and women with disabilities) and gender equality through the development of educational activities.

**Multi-sectoral services, programmes and mechanisms**

At national level, there is a free telephone line for victims of domestic violence, a social service set up in accordance with the provisions of Article 24 of the Istanbul Convention, with a continuous programme, 24/7.

The free telephone line for victims of domestic violence, namely the unique number 0800 500 333, is served by five operators whose salaries are provided by ANES.

Through the partnership with the ANAIS Association, operators benefit from monthly supervision and legal assistance of a lawyer.

Romania has a national emergency telephone line for women starting on 27 November 2015 and is one of the 10 EU member states (referring to 28 member states) who have a national hotline for women - helpline, which are both free and non-stop 24/7.

At this unique number, victims of domestic violence, as well as potential witnesses or other persons who are aware of violence of this kind and who need support, information and counselling, can make free calls both on the Romanian territory and abroad.

Beneficiaries receive primary counselling of psychological and social assistance, guidance and guidance to specialised institutions/services according to detailed needs.

Since the establishment of the emergency telephone number 0800 500 333 (27 November 2015) until the end of the first quarter of 2018, a total of 5070 calls have been recorded.

Managing calls received through the call-centre emergency telephone line or cases is done on the basis of an operational procedure approved at ANES level, setting out a set of standards, rules and steps that are followed by all call operators centres with a view to achieving a uniform and coherent response and call resolution framework.

In order to analyse the aggression severity, there is a risk assessment sheet developed as a tool for guiding and evaluating the level of aggression.

From April 2015 to April 2017, the project "National Campaign for Awareness and Public Information on Violence in Families" was carried out through the RO20 Programme "Domestic Violence and Gender-Based Violence" financed by the Norwegian Financial Mechanism 2009-2014, worth EUR 211,446. The campaign was designed to ensure broad coverage, focusing on the existence and usefulness of the free telephone line dedicated to combating domestic violence, 0800 500 333 as a public information tool.

From the perspective of the provisions of article 5 lit. b) of the CEDAW and Article 25 of the Istanbul Convention, sexual violence remains a constant of ANES priorities, this concern being also present in the Governance Programme 2017-2020 by the measure aimed at setting up 10 crisis centres for the situations of rape. In this regard, the integrated approach is taken into account by providing medical and forensic examination, post-traumatic assistance and counselling to victims of sexual violence, and by setting up at UPU at least eight integrated emergency centres with medical staff specialised in dealing with victims of sexual violence under the Governance Programme 2017-2020. At the request of ANES, the Superior Council of Forensic Medicine approved by the Decision No. 18/2017 on "Standard kit for collecting biological samples in sexual assaults, putting into practice a kit for the collection of biological samples in cases of sexual violence/rape. This regulation creates the possibility for GPU doctors (emergency physicians, gynaecologists) to take samples according to a

standard procedure using the standard kit and to manage from the perspective of forensic harvesting, the cases of rape.

ANES actively participates annually in the initial and ongoing training of police officers through a constant partnership with the Institute for Public Order Studies focusing on two training modules addressing domestic violence and gender equality. Within these training programmes the focus moves on the practical side by proposing case studies and exercises.

During 2017, the draft Order on the Approval of Minimum Quality Standards for Accreditation of Social Services for the Preventing and Combating Domestic Violence was elaborated in order to make the activity of social service providers more efficient (set of six minimum quality standards for types of social services existing, simplified and up to date). The draft order is currently being updated and regulates the minimum quality standards for accrediting the following social services: Emergency Reception Centres (shelters), Recovery Centres for Victims of Domestic Violence; Protected shelters, Counselling Centres for Preventing and Combating Domestic Violence, Assistance Centres for Aggressors, Information and Population Awareness Centres.

The Romanian Government has become aware of the importance of the interinstitutional co-operation and civil society involvement, and from this perspective, on October 5, 2016, the Inter-Ministerial Committee for the Preventing and Combating Domestic Violence was created by approving a Memorandum (in response to Article 10 of the Istanbul Convention), as a body which must ensure the implementation of the Istanbul Convention through the co-operation of all relevant actors in the field.

#### **Target Group**

Representatives of local and central public authorities, victims of violence against women, domestic violence victims.

### **Objective 3.**

#### **Ensure the equal access of women to justice**

##### **Other Activities**

In Romania, according to the provisions of the Civil Code, there are equal rights, without any discrimination between women and men, regarding the right to economic resources, access to property and control over land and other forms of property, financial services, inheritance, and natural resources, national laws.

Promoting the principle of gender equality and gender mainstreaming in all fields is a current and ongoing concern of the Romanian Government which is reflected as a transversal principle in effective measures foreseen in the Governance Programme for the period 2017-2020, by integrating, for the first time in Romania, a distinct segment, Paragraph 8 - Respect and dignity for women, within the framework of the public policies chapter on labour and social justice.

#### **Target Group**

Representatives of the judiciary, local and central public authorities, women

### **Objective 4.**

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

##### **Policy Changes**

The following specific measures are included in the new National Strategy on Promoting Gender Equality and Preventing and Combating Domestic Violence for the period 2018-2021:

a) Carrying out analyses on the balanced participation of women and men in decision-making

- positions in the central public administration;
- b) Carrying out an analysis on the participation of women and men in presidential elections;
  - c) Carrying out an analysis of the participation of women and men in local elections;
  - d) Carrying out an analysis on the participation of women and men in parliamentary elections;
  - e) Supporting initiatives to adopt affirmative measures in order to increase the number of women in the political or economic decision making process;
  - f) Development of initiatives in order to adopt affirmative measures to increase the number of women in operations and missions at all levels of the armed forces;
  - g) Organise campaigns to raise awareness of the importance of women's presence in the management of listed companies at the Bucharest Stock Exchange (BVB);
  - h) Conduct a study on the inclusion in the revised Corporate Governance Code of regulations aimed at reducing the existing gap between the share of women and men within the boards of director of Romanian companies listed on the BVB;
  - i) Organising information/training sessions to increase women's participation in political, public and private decision-making.

#### **Other Activities**

Although in Romania there is a talk of gender issues regarding the political and public life of the country ever since 2000, a first step was marked by the existence in 2016 of two legislative proposals on the establishment of these regulations in the local and parliamentary elections, with a minimum gender quota of 30% for both women and men, as a condition for validating lists of candidates for parliamentary/local elections.

According to the analysis elaborated by the National Agency for Equal Opportunities between Women and Men regarding the participation of women and men in the political decision-making process, at the parliamentary elections held at the ending of 2016, the presence of women in the Romanian Parliament was 20.9% out of 12% in 2012. In the local elections in 2016, the women elected percentage was approx. 4.5% of the mayor, higher than the one in 2012 of 3.6%.

In the case of the local councils, 4,960 women were elected in 2016, the national percentage being 12%, 33% in the county councils, respectively the Bucharest general council, the women being the best represented 14.9%, but compared to the elections from 2012, there is a considerable decrease of 7.72%.

Promoting the principle of gender equality and gender mainstreaming in all fields is a current and ongoing concern of the Romanian Government which is reflected as a transversal principle in effective measures foreseen in the Governance Programme for the period 2017-2020, by integrating, for the first time in Romania, a distinct segment, Paragraph 8 - Respect and dignity for women, within the framework of the public policies chapter on labour and social justice

#### **Target Group**

Trade unions, employers, local and central authorities, women.

#### **Objective 5.**

##### **Protect the rights of migrant, refugee and asylum-seeking women and girls**

#### **Legislative Changes**

The legal framework regulating the statute, rights and resource allocation for asylum seekers and refugees particularly for the vulnerable persons is substantial. The law covers the following aspects of the problem: human rights, violence, gender equality/gender based violence and asylum and migration following two dimensions: (a) asylum and migration, and (b) violence in the family/sexual violence. These two dimensions co-exist implicitly connected. This gives a relative lack of focus on



the issue in question – the support services for victims of violence in asylum and migration.

First, the Constitution of Romania guarantees the basic human rights for aliens and stateless persons who have general protection of persons and assets (article 18, (1)) from the Romanian state. The most relevant for the topic of GBV is the right to “life, physical and psychological integrity” (article 22). Also relevant are: article 41 (4) which stipulates: “On equal work with men, women shall get equal wages”, article 47 defining the state welfare and article 57 describing “the exercise of rights and freedoms in good faith, without any infringement of the rights and liberties of others by Romanian citizens, foreign citizens, and stateless persons”. Law No. 122 from 2002 with modifications regulates the domain of asylum seeking in Romania in accordance with the Geneva Convention. The General Inspectorate for Migration (GIM) within the Ministry of Internal Affairs is in charge with the migration, asylum and integration of aliens. Within GIM there is the Directorate for asylum and integration comprising six regional centres for accommodation and procedures for asylum seekers financed by the state through the budget of the Ministry of Internal Affairs. GIM also has financial support for specific relevant activities from European Social Fund, The Norwegian Financial Mechanism and the Swiss-Romanian Co-operation Programme. This includes the costs for accommodation, transportation, and authorised interpreters. Article 51 of Law 122/2006 defines the target group to be “vulnerable persons” and the landmarks of the evaluation process realised by the GIM experts in co-operation with responsible authorities. Article 121 of the same law gives the compulsory areas of professional training of these experts including “mechanisms for identification and support of vulnerable persons”. Assessment of vulnerability status includes criteria: age, serious health issues, whether they have been submitted to torture, rape and severe physical or psychological violence prior to arrival in the state and categories: unaccompanied children, persons with handicap, single parents with children, victims of human trafficking. There is no specific mentioning of GBV as a criterion for identifying vulnerable persons.

Law No. 122/2006 has explicit provision concerning co-operation with the state welfare system specifically with the social services for the protection of unaccompanied children. They will be in charge of the social services irrespective of their legal statute. Article 17 (1) letter l) stipulates the right of the refugee with special needs to have special conditions of accommodation and support within accommodation centres. They also have the right to access specific social services and access to the labour market. Victims of GBV are not included in this category. The integration of refugees and migrants is regulated in more detailed way in the Government Ordinance 44 from 2004 with modifications which stipulates the methodologies and stakeholders in the process, that is, the National Agency for Occupancy of Labour Force, local public administration and GIM. Local public administration is responsible for financing and managing social services in Romania and thereby plays a crucial role in this partnership.

### **Policy Changes**

National Strategy on Promoting Gender Equality and Preventing and Combating Domestic Violence for the Period 2018-2021

### **Other Activities**

According to the annual report of GIM for 2016 there is Co-ordination Group for Implementing the National Strategy in Migration and an inter-ministerial committee and a National Coalition for the Integration of Refugees. In order to put in practice the provisions concerning the integration of refugees and migrants, GIM works in partnerships (Annual Report 2016) with UNHCR, IOM, the Association Save the Children - Romania, the National Romanian Council for Refugees and other NGOs. There is also an emergency shelter for asylum seekers on Romanian territory. The six regional centres can host 900 places. Persons housed within the regional centres and emergency centres have medical services and psychological counselling based within the centres or contracted.



Vulnerable persons are referred to social public or private services.

**Target Group**

Migrant, refugee and asylum-seeking women and girls.  
Representatives of the GIM and authorities in the field.

**Objective 6.**

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

**Legislative Changes**

Law No. 178/2018 on amending and completing the Law No. 202/2002 on equal opportunities and treatment between men and women, republished, as subsequently amended and supplemented.

**Policy Changes**

**National Strategy on Promoting Gender Equality and Preventing and Combating Domestic Violence for the Period 2018-2021**

*Mechanisms of inter-institutional collaboration and partnership with civil society*

Regarding the collaboration mechanisms existing at national level, according to the Law No. 202/2002 on equal opportunities and treatment between women and men, the National Commission for Equal Opportunities between Women and Men (CONES) is working under the coordination of the State Secretary of ANES. CONES is made up of representatives of ministries and other specialised bodies of the central public administration subordinated to the government or autonomous administrative authorities, trade union organisations and representative employers' associations at national level, as well as representatives of non-governmental organisations, with an activity recognised in domain, designated by consensus thereof. CONES has the role of supporting the activities carried out by ANES, with an important role in introducing the gender perspective into the policies and programmes developed at each level of activity.

- Based on the provisions of the Law 202/2002, starting with 2005, the County Commissions for Equal Opportunities between Women and Men (COJES) function in the coordination of ANES in all territorial administrative units of Romania (42 counties and Bucharest) information and advisory structures having as their main responsibility the promotion and implementation at local level of the values and principles of non-discrimination based on sex.

Promoting the principle of gender equality and gender mainstreaming in all fields is a current and ongoing concern of the Romanian Government which is reflected as a transversal principle in effective measures foreseen in the Governance Programme for the period 2017-2020, by integrating, for the first time in Romania, a distinct segment, Paragraph 8 - Respect and dignity for women, within the framework of the public policies chapter on labour and social justice

**Other Activities**

This year, we can mark a first for Romania through the project entitled "Gender budgeting in public policies" which was submitted through the partnership between ANES, the "Corona" Iasi Foundation and the "Centre for Community Mediation and Security" Foundation.

**Target Group**

Trade unions, employers, local and central authorities

**MAIN CHALLENGES:**

- Lack of financial resources.
- Increased level of resistance to change.
- Low audience.

**ADDITIONAL COMMENTS**

[WWW.ANES.GOV.RO](http://WWW.ANES.GOV.RO)

[WWW.MMUNCII.RO](http://WWW.MMUNCII.RO)

<b>RUSSIAN FEDERATION</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Other Activities**

A study entitled *STEMatisation of Women. How Gender Stereotypes Prevent Women from Pursuing a Career in High-Tech Industries* has been conducted.

The study was carried out in grades 5, 8, and 11 of schools in Moscow and Gubkin, Belgorod region. In 2017, the same survey was carried out with the sample size of 438 persons, with each grade represented in an equal proportion; girls constituted 54% of the sample group.

**Target Group**

Young women, female students and schoolchildren.

**Objective 2.****Prevent and combat violence against women and domestic violence****Other Activities**

To improve awareness of and build competences in combating violence against women, officials of internal affairs agencies and bodies, and prison personnel receive special training (as part of their professional training).

A draft roadmap to prevent social disadvantage of and violence against women has been developed. It includes the following activities to improve legislation on violence prevention: monitoring of the impact of measures to prevent various forms of violence, including domestic and sexual, against women and children in order to measure such violence and respond to it quickly; development of effective models to prevent violence against women and children; improvement of the physical infrastructure and technical facilities of agencies providing services to women and children victims of domestic violence, sexual violence and other forms of violence. The draft was based on the proposals from federal executive bodies and government bodies of the constituent entities of the Russian Federation.

A draft plan on co-operation with the Council of Europe on prevention of violence against women is being developed.

**Target Group**

Executive bodies of the constituent entities, NPOs, the media.

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

In July 2018, the State Duma of the Russian Federation declined a draft law on state guarantees of equal rights and freedoms of men and women and equal opportunities for their realisation that had been adopted at first reading on 16 April 2003, as outdated. It was agreed that work on a new draft law was necessary.

**Other Activities**

The Eurasian Women's Community knowledge and communication web portal, the official information agency of Eurasian Women's Forum, has been launched. The portal contains

information on activities of women's non-governmental organisations in regions of Russia, as well as a register of women's non-governmental organisations.

It aims to:

- increase public awareness of the activities of Russian women;
- change the attitude of Russian society about the role of a woman in the world;
- reach a wider foreign audience through posting materials in English;
- improve loyalty of all segments of the population, including young people, to state policy on women;
- broaden the online community involved in women's movement on the social media.

Information about the portal can be found on the website of the Eurasian Women's Forum: <http://eawfpress.ru/en/about-the-community/>.

After registration on the Eurasian Women's Community portal, women's organisations receive access to all up-to-date information published on the portal, they can communicate with colleagues from other regions, start a blog, discuss events on the website and social networks, share their experience and receive support and advice from members of the community, participate in workshops and conferences, and gain new knowledge necessary for their activities.

The regional press and television systematically cover the activities of non-governmental organisations operating in the constituent entities, publish interviews with regional female leaders and heads of non-governmental organisations relating to the implementation of their initiatives and projects aimed at regional development and enhancement of women's social participation, as well as to the work of female non-governmental organisations (the republic of Mari El, the republic of Kabardino-Balkariya, the republic of Udmurtiya, the republic of Altay; Bryansk, Voronezh, Irkutsk, Kaluga, Magadan, Novosibirsk, Tomsk oblasts; Nenets and Yamalo-Nenets autonomous okrugs; Saint-Petersburg).

Executive bodies of the constituent entities of the Russian Federation offer grants to female organisations for projects and programmes of social importance (the republic of Altay, the republic of Komi; Irkutsk, Kaluga, Smolensk, Omsk, Tyumen oblasts; Saint-Petersburg, Sevastopol, etc.).

The Female Leader project is implemented in the following regions:

- The republic of Bashkortostan has established a bank of 75 female candidates capable of working within legislative and executive bodies, both at the regional and federal levels. It is implementing the School of Active Citizenship under the Councils of Women of Bashkortostan project as part of the Female Leader programme; it is conducting training courses for groups of women activists to prepare them for efficient and socially meaningful activities: Strategic Workshop, Council of Women as an Educational Team, Council of Women and Challenges of Today; and it is implementing the Reception Centre under the Women's Union of Bashkortostan Republic project.
- Ivanovo oblast holds the annual Woman of the Year contest, awards prizes to women for their significant contribution to the social, economic and cultural development of the oblast, to family upbringing, as well as education and health care for people heavily involved in community service and charity work which have helped to raise living standards in the region.
- Krasnodar kray holds the Female Leader of the Year contest which honours professional competencies of women, their contribution to the social development of enterprises and organisations.

- The republic of Chuvashiya holds the Female Leader national contest.
- Vologda oblast is implementing the School of Female Leadership project aimed at discovering and training women activists in Vologda oblast capable of demonstrating active citizenship and performing efficient and socially meaningful activities using up-to-date information and communications technology.

**Target Groups**

NGOs, public authorities of the constituent entities of the Russian Federation.

**Objective 6.**

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

**Legislative Changes**

A co-ordination board under the Government of the Russian Federation for the implementation of the 2017-2022 National Strategy for Women was set up by Decision of the Government of the Russian Federation No. 1520 of 28 December 2017.

The membership of the co-ordination board was approved by Order of the Government of the Russian Federation No. 2929-r of 31 December 2017.

The co-ordination board is led by the Deputy Chairman of the Government of the Russian Federation.

An Action Plan to implement the first stage of the 2017-2022 National Strategy for Women in 2017-2018 was approved by Order of the Government of the Russian Federation No. 420-r of 14 March 2018.

**Other Activities**

Saint-Petersburg will host the Second Eurasian Women's Forum on 19-21 September 2018. Over 450 guests will attend. The Forum is to discuss the following four topics: Women for Sustainable Development of the Global World, Women for Balanced Economic Development, Women for Social Progress, Women for Energy of the Future. It will feature panel sessions, round tables, business lunches, a meeting of the Women's G20, APEC seminar Women and Technology of the Fourth Industrial Revolution, a meeting of the BRICS Women's Business Club, and a meeting of women entrepreneurs.

**Target Groups**

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.

## SLOVENIA

**Objective 1.****Prevent and combat gender stereotypes and sexism****Legislative Changes**

Based on the *Resolution on the National Programme for Equality between Women and Men for the period 2015-2020*, a Report on the Implementation of the Action Plan for the years 2016 and 2017 and a New Action plan for the years 2018 and 2019 were adopted in May 2018 by the government. The new action plan defines measures and activities which will contribute to combating gender stereotypes and sexism that perpetuate violence against women and girls and other forms of discrimination and harmful behaviour.

**Other Activities**

In November 2017, *Guidelines for the elimination of stereotypes, and strengthening of gender equality* were prepared within the project Active. All, funded by the European Union within the REC Programme. The overall objective of the project was to address and to reduce gender stereotypes in the area of equal participation of women and men in care and housework responsibilities, to develop and implement a model of a systematic gender mainstreamed community-based approach in tackling these stereotypes and to improve the reconciliation of work and family life, with the emphasis on active fatherhood. Focusing on work-life balance, promoting active fatherhood, and raising awareness of stereotypes related to diverse topics, the Guidelines provide information on how stereotypes shape our lives, where we encounter them and how our actions can challenge them. They also convey an important message: being gender sensitive and not bringing stereotypes about “proper gender roles” into our daily work is the recipe for enabling both men and women to fully exploit their potential.

The Ministry of Labour, Family, Social Affairs and Equal Opportunities, the Equal Opportunities Department, is regularly financially supporting projects of non-governmental organisations in the area of gender equality. In years 2017 and 2018, 11 projects have been co-financed, addressing the following themes: “Overcoming gender stereotypes and stereotypical gender roles in all areas of private and public life”, “Men and gender equality” and “Equal sharing of care and domestic work between women and men”.

**Target Group**

The *Guidelines for the elimination of stereotypes, and strengthening of gender equality* were distributed among different stakeholders, including teachers and school professionals, social care professionals, local administration, public officials, and gender equality experts.

**Objective 2.****Prevent and combat violence against women and domestic violence****Legislative Changes**

The new *Strategy on Development Co-operation and Humanitarian Aid of Slovenia* has been prepared and is to be adopted by the government within a year of the adoption of the *Resolution on Development Co-operation and Humanitarian Aid of Slovenia* (September 2017). One of the four main themes or areas dedicated to empowerment of women is violence against women, including sexual violence, addressing the conflict-related sexual and gender-based violence which impedes women in particular from participating in peace and political processes and in post-conflict reconstruction and reconciliation. Guidelines, which are under preparation, encompass the protection of women and girls from sexual violence in conflict and post-conflict areas and address their empowerment in those circumstances. Guidelines also propose further trainings on gender

equality at various levels, namely Ministry of Foreign Affairs Management, and development personnel.

The *Resolution on the National programme on the Prevention of Family Violence and Violence against Women 2018-2024* is under preparation. In order to ensure that the new national programme is in line with European standards and the Istanbul Convention, technical assistance/strategic advice of the Council of Europe experts has been provided.

#### **Other Activities**

Slovenia is implementing the project *Click-off! Stop cyber violence against women and girls*, which was launched in July 2017, co-financed by EU REC Programme and co-ordinated by the Ministry of Labour, Family, Social Affairs and Equal Opportunities of the Republic of Slovenia (MLFSAEO). The main objective of the project is to raise awareness, combat gender stereotypes and prevent, reduce and change attitudes towards cyber violence and harassment of girls and women in Slovenia. Partners of the project, in addition to lead partner MLFSAEO, are the University of Ljubljana - Faculty of Social Sciences, the Ministry of the Interior – the Police and the Ministry of Justice – Judicial Training Centre.

The main activities, carried out in 2017 and 2018, were: the online survey with the main goal to research the prevalence of cyber violence among 100 primary and secondary school students aged between 13 and 19 years, a public communication campaign focused on general public with the emphasis on young women, victims of the cyber violence and harassment (press conference, four video clips and four TV spots in Slovenian and English, brochure and four posters). In 2018, an interactive webpage was launched and a mobile application was developed to inform young people, especially girls, about cyber violence, how to prevent it happening and how to react when it does happen. Two train-the-trainers workshops and two study visits were organised to educate up to 20 trainers on preventing cyber violence and harassment from gender perspective. Educational guidelines for professionals from NGOs, teachers, social workers, counselling workers, etc. are under preparation.

From 2017, Slovenia participates in the Council of Europe *Violence against Women* project, aiming at supporting Slovenian authorities and officials in raising awareness of the Istanbul Convention's requirements and building their capacity to effectively combat violence against women. Capacity-building seminars for the Inter-governmental group for monitoring the implementation of the Istanbul Convention (the group was established in 2016) on the Istanbul Convention as a tool for preventing violence against women and domestic violence, as well as a study visit by Slovenian authorities on comprehensive and co-ordinated policies under the Istanbul Convention were organised in 2017. In 2018, Slovenian legal professionals (judges, state prosecutors, judicial advisors and criminal police officers) started with the European Programme for Human Rights Education for Legal Professionals (HELP) course on violence against women, led by Council of Europe in co-operation with the Slovenian Judicial Centre.

#### **Target Group**

The aim of the project *Click-off!* is to increase sensitivity and knowledge about the issue among young people, (potential) victims, groups at risk, parents, (potential) perpetrators and witnesses, as well as to build the capacity of relevant professionals (schools, judiciary, media, NGOs) to help to ensure adequate prevention, prosecution and protection against cyber violence and harassment of girls and women.

The aim of the Council of Europe project *Violence against Women* is to better promote the Istanbul Convention, to support strengthening regular framework and to assist in implementing the



necessary Legislative Changes. Therefore, the main Target Groups are legal professionals (judges, state prosecutors, judicial advisors and criminal police officers) and public administrative officials as well as NGOs and Academia experts.

### **Objective 3.**

#### **Ensure the equal access of women to justice**

##### **Legislative Changes**

In October 2016, following the adoption of the new *Protection against Discrimination Act* (passed in April 2016), a new Advocate of the Principle of Equality was nominated by the National Assembly of Slovenia. Main responsibilities of this new autonomous state body are providing independent assistance to the victims of discrimination on several grounds, including gender, by advising, providing legal aid and co-operation in the court cases; inspection procedures in accordance with the provisions of the Protection Against Discrimination Act; carrying out independent research, studies, analyses and monitoring; publishing independent reports and composing recommendations, including for special measures; awareness-raising; and exchange of information with the competent bodies in the European and international arena.

##### **Target Group**

Women and girls, victims of discrimination.

### **Objective 4.**

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

##### **Legislative Changes**

In 2017, the Ministry of Labour, Family, Social Affairs and Equal Opportunities has prepared the draft law on gender balance in company boards. The draft of the legislation to introduce quotas for economic decision making is still pending, providing the necessary framework for Slovenia to introduce binding measures in boards.

In September 2017, National Assembly passed the Prešeren Award (Amendment) Act, Slovenian most prestigious arts award. The Act follows the principles of encouraging the highest levels of cultural creativity and recognizing individuals who made a particularly notable contribution to the enrichment and visibility of Slovenian culture (mainly men in the past). The Government shall, when formulating its proposal for the nomination of Management board members who decide about award, follow the principle of gender balance (Article 6 of the Act).

### **Objective 5.**

#### **Protect the rights of migrant, refugee and asylum-seeking women and girls**

##### **Other Activities**

In 2017 and 2018, projects that targeted migrant women from diverse cultural backgrounds and implemented social activation programmes were carried out. The main goals of these projects, co-financed by the Ministry of Labour, Family, Social Affairs and Equal opportunities with the support of European Social Fund, were fostering personal and social competences of migrant women, enhancing their inclusion in the society and opening up their employment opportunities. One of the programmes that started at the end of 2017 and is aimed at a better social activation of Albanian-speaking women who face many obstacles to their integration into Slovenian society is the *OrientAkcija project - Social Activation of Albanian Women in the Gorenjska region*, helping the social inclusion of women from the Albanian community and increasing their employment opportunities. In the context of everyday socializing organised in the framework of the project, functional knowledge (from Slovene language courses to computer and financial literacy) and visits to various companies and institutions (potential employers) in the municipality were offered.

**Target Group**

Migrant women coming from diverse cultural backgrounds.

**Objective 6.****Achieve gender mainstreaming in all policies and measures****Legislative Changes**

In December 2017, the Government of Slovenia adopted the *Slovenian Development Strategy 2030*, which presents a new long-term national development framework. Ensuring equal opportunities and gender equality is a precondition for sustainable development, poverty eradication, inclusive growth, and the well-being of society as a whole.

In February 2018, National Assembly adopted the *Resolution on Family Policy 2018 – 2028 “Society friendly to all families”*, the first national strategic document on family in Slovenia after 25 years which defines goals, measures and indicators in nine fields. The promotion of equal opportunities between women and men is one of the main principles of the resolution, in particular the importance of better sharing of care and domestic work between women and men to achieve better reconciliation of private and professional life. The resolution contains the objective of raising the proportion of fathers taking parental leave, supporting the campaigns and projects aiming at combating gender stereotypes and promoting active fatherhood.

**Policy Changes**

According to the *Guidelines for Gender Mainstreaming in the Work of Ministries*, adopted by the Government in November 2016, all ministries are obliged, when drafting and implementing provisions, to take into account gender-disaggregated statistical data and research on the position and roles of women and men. In line with the Guidelines, the ministries prepared their first report on the progress in the field of collection and presentation of gender-segregated data made in 2016 and 2017 and on the presentation of gender-segregated data in analyses, research and strategic documents carried out or commissioned by individual ministries in June 2018.

**MAIN CHALLENGES:**

- promoting women’s rights and gender equality policy in Slovenia, strengthening its national mechanisms and reinforcing gender mainstreaming;
- enhancing economic independence of women through measures supporting and promoting high female employment rate and a better reconciliation of working and private life between women and men;
- elimination of gender pay and gender pension gap;
- promotion of gender balance in decision-making positions, in particular in political and economic decision making;
- prevention and elimination of all forms of violence against women and girls and gender-based violence (implementing Istanbul Convention);
- combating gender stereotypes and sexism in different areas, in particular in education, media and language.

SPAIN
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Legislative Changes**

One of the most relevant measures has been taken in the area of reconciliation of personal, family and work life. It was the extension of paternity leave of two to four uninterrupted weeks in the case of childbirth, adoption and custody for multiple adoption or foster care entered into force in 2007. As of 5 July 2018 parents can enjoy a week more paternity leave, five weeks in total and may use the last week of this permit until nine months after birth or adoption. This enlargement applies to both the public (Public Employee Basic Statute) and the private sector (Workers Statute).

**Other Activities**

- From 1 October 2017 to 31 July 2018, the *Observatory of Women's Image* of the Institute of Women and for Equal Opportunities (hereinafter, the Institute or IWEO) has received 674 complaints involving 405 companies and the media, of which 63% (425) correspond to advertising content and 37% (249) to non-advertising content: media (186) and other sectors and activities (63).

During the reference period, the Observatory has also carried out the following actions:

- 74 requirements and sexist claims.
- 17 recommendations to improve the treatment of women's image.
- 2 *communiqués* condemning sexist or discriminatory content.
- 2 reports submitted to the State Law Service to initiate judicial proceedings.
- 5 claims forwarded to the competent body on account of its subject matter; for example the Government Office for Gender-based Violence, city councils.
- Spanish National Pact against Gender-based Violence (see Objective 2) proposed urging the media to ensure compliance with legality in terms of equality, non-discrimination by sex and prevention of gender-based violence. In this sense, the *Observatory of Equality of the public Corporation of Spanish Radio Televisión* was created in November 2017 to promote respect, knowledge and dissemination of the principle of equality of women and men.

The Observatory of Equality is constituted as a body of study, proposal and report on the performance of the RTVE Corporation in its informative activity, programming and audiovisual production in the fight for the eradication of inequality, discrimination and violence against women and their sons and daughters.

- The *Virtual School of Equality* of the Institute in its eighth edition (September 2017-September 2018), provides on-line gender equality training aimed at the population in general and professionals of different fields in several areas. In this edition 32,093 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 9th edition of the Virtual School of Equality started in September 2018. It will continue providing gender equality training in different areas, including the prevention of violence against women, until September 2019.

- Concerning employment, there have been measures in companies to avoid possible

discriminatory biases by reason of sex in the selection and professional promotion, like the project for the implantation and valuation of a pilot project of anonymous curriculum vitae and workshops of formation/raising awareness for companies on unconscious gender biases in management and entrepreneurship directed to management and human resources personnel of companies adhered to the initiative "more women, better companies".

- The *"Equality League"* is a programme on work-life balance and equal sharing of family and domestic responsibilities between women and men. 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 whom we play in the league, and "home" is the "playing field". In 2018, the IMIO will launch the "First Soccer League of mixed character", aimed at promoting among the children's population (6 from primary) the equality between men and women. It is intended that girls and boys be aware that in order to achieve an egalitarian society it is necessary the collaboration of all people.
- As far as the sectors known as STEM are concerned, and in order to reduce horizontal segregation and encourage the participation of girls and young people, two new programmes will be launched: The pilot programme called *"I want to be an engineer"*. Aimed at increasing the vocations of girls and young people in the fields related to technology and engineering in collaboration with five polytechnic universities and the public-private partnership programme "Women in STEM sectors" that will develop the empowerment, leadership, professional development and innovation of the participants including a formative part, 12 months of paid internships with specific projects in leading companies and networking activities.
- In the study "Social Perception of Sexual Violence" (June 2018), launched by the Government Office for Gender-based Violence (See Objective No. 2), the perception about gender equality and sexism in Spain is addressed:  
[http://www.violenciagenero.msssi.gob.es/violenciaEnCifras/estudios/investigaciones/2018/estudio/Percepcion\\_Violencia\\_Sexual.htm](http://www.violenciagenero.msssi.gob.es/violenciaEnCifras/estudios/investigaciones/2018/estudio/Percepcion_Violencia_Sexual.htm)

## Objective 2.

### Prevent and combat violence against women and domestic violence

#### Legislative Changes

- Royal Decree Law 9/2018 of 3 August on urgent measures for the implementation of the National Pact against Gender-based Violence.  
<https://www.boe.es/boe/dias/2018/08/04/pdfs/BOE-A-2018-11135.pdf>
- Royal Decree-Law 7/2018 of 27 July on universal access to the National Health Care System.  
[https://www.boe.es/diario\\_boe/txt.php?id=BOE-A-2018-10752](https://www.boe.es/diario_boe/txt.php?id=BOE-A-2018-10752)
- Modification of Law 35/1995 of 11 December, of aid and assistance for victims of violent crimes by Law 6/2018 of 3 July (Finance Law).  
<https://www.boe.es/boe/dias/2018/07/04/pdfs/BOE-A-2018-9268.pdf>

#### Policy Changes

- Spanish National Pact against Gender-based Violence: in 2017 the Spanish National Parliament approved – with no dissenting votes – National Pact against Gender-based Violence. The Pact consists of two reports including more than 200 measures each, issued within the congress and the senate. It has also been approved by the national government, the autonomous communities as well as the State Observatory on Violence against Women, reflecting the

political, territorial and social consensus. It is one of the most important National Pacts in our history and it will be the roadmap for the next five years (2018-2023) with a financial commitment of €1 billion for its implementation.

The pact includes the following themes:

1. Breaking the silence: awareness raising and prevention.
2. Improving the institutional response: co-ordination and networking.
3. Improving assistance, aid and protection of victims.
4. Enhancing assistance and protection of children.
5. Promoting training to guarantee the best assistance.
6. Statistical monitoring.
7. Recommendations for the autonomous communities.
8. Visualising other forms of violence against women.
9. Financial commitment.
10. Monitoring of the National Pact.  
<http://www.violenciagenero.msssi.gob.es/pactoEstado/home.htm>
11. Since June 2018, the Vice-President of the Spanish National Government assumed the main competences regarding state public policies in gender equality and violence against women, which are now being addressed from the newly created Ministry of the Presidency, Relations with Parliament and Equality. The Government Office for Gender-based Violence and the National Observatory on Violence against Women are now under its scope.  
<http://www.mpr.gob.es/Paginas/index.aspx>  
<https://www.boe.es/boe/dias/2018/07/07/pdfs/BOE-A-2018-9464.pdf>

#### Other Activities

- Launch of the campaign “Gender-based violence is everyone’s business. Help stop gender-based violence”, addressed to the general population (November 2017).  
<http://www.msccbs.gob.es/campannas/campanas17/violenciaGeneroM.htm>
- Launch of the campaign “Do not spend money on suffering”, to raise awareness on trafficking against women and girls for the purpose of sexual exploitation (September 2017).  
<http://www.msccbs.gob.es/campannas/campanas17/trataMujeresM.htm>
- Launch of the Government Office for Gender-based Violence’s **study** “Social Perception of Sexual Violence” (June 2018).  
[http://www.violenciagenero.msssi.gob.es/violenciaEnCifras/estudios/investigaciones/2018/estudio/Percepcion\\_Violencia\\_Sexual.htm](http://www.violenciagenero.msssi.gob.es/violenciaEnCifras/estudios/investigaciones/2018/estudio/Percepcion_Violencia_Sexual.htm)

Besides, the Observatory against Gender Violence of the Spanish General Council for the Judiciary has promoted in this period the following activities:

#### Research study 2018

Analysis of sentences issued in 2016, related to homicides and/or murders between the members of the couple or ex-couple and of minors by their own parents.

<http://www.poderjudicial.es/cgpj/es/Poder-Judicial/Consejo-General-del-Poder-Judicial/Actividad-del-CGPJ/Estudios/Analisis-de-las-sentencias-dictadas-en-el-ano-2016--relativas-a-homicidios-y-o-asesinatos-entre-los-miembros-de-la-pareja-o-ex-pareja-y-de-menores-a-manos-de-sus-progenitores>

#### Training

- New Horizons in the fight against gender-based violence (13-15 September 2017)  
Topics: The hidden reality of refugee women, the Istanbul Convention, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), legislative developments

regarding the protection of minors in proceedings.

<http://www.poderjudicial.es/cgpi/es/Temas/Violencia-domestica-y-de-genero/Actividad-del-Observatorio/Formacion/>

- Training sessions on the Unification of Criteria on Gender Violence (4-6 October 2017)  
Aimed to carry out an examination of those issues that are more frequently raised in this matter, based on the legislative reforms that were adopted in the Criminal Code in 2015 and on the Law 4/2015, of 27 April on the standing of victims in criminal proceedings.

<http://www.poderjudicial.es/cgpi/es/Temas/Violencia-domestica-y-de-genero/Actividad-del-Observatorio/Formacion/>

#### Target Group

- Women who suffer gender-based violence and their children.
- Spanish society.
- Public and private institutions.

#### Objective 3.

##### Ensure the equal access of women to justice

#### Other Activities

Council of Ministers as of 31 August 2018 agreed to create an Advisory Council for the revision of the law of Criminal prosecution with a gender perspective.

<https://www.boe.es/boe/dias/2018/09/01/pdfs/BOE-A-2018-12014.pdf>

#### Objective 4.

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

#### Policy Changes

Since June 2018, Spain has the first majority-female cabinet since Spain returned to democracy in 1975. The new cabinet of ministers is integrated by a majority of female ministers (11 women and 6 men). Even main folders such as deputy prime ministers, economy, the ministry that combines industry, trade and tourism, labour and territorial policy have women in charge.

Regarding **other policy developments** it must be said that:

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, more than 140 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 June 2018 the sixth edition with the participation of 175 female managers and about 90 companies. Since the beginning of the programme, 612 female directives have participated from 421 companies. On the other hand, *Talentia 360. Female Directives* has been launched in collaboration with the Industrial Organisation School (EOI) as another programme for pre-executive and executive women. The programme is a comprehensive structure high level leadership training, including coaching and networking opportunities with a multidisciplinary gender perspective.



- In addition, in 2018, Talentia 360 has been also open to women from the civil guard and the national police, including different types of development programmes, trainings or seminars regarding participant's roles and responsibilities.
- Women, talent and leadership network. Under this umbrella, a LinkedIn site, Mujeres, Talento y Liderazgo (Women, Talent and Leadership Network), has been created to sensitise on equal participation of women and men in decision making as well as to create and make visible a talent pool of highly qualified board-ready women from those participated in the female professional development and leadership programmes developed by the IWEO. A major conference was organised in May when the initiative was launched, and until now the company website has around 3,000 followers in LinkedIn. Some activities are also organised for females directives of the network, such as for example two seminars on how to be visible and maximise social network conducted by LinkedIn Spain (September/October 2018).
- For women in rural areas, there is the project on entrepreneurship and leadership promotion for women in decision-making bodies of companies of the agrifood sector. In 2018 awareness-raising, training and capability development activities have been developed with agrifood co-operatives federations and territorial unions in nine Spanish autonomous regions (Asturias, Cataluña, Andalucía, Extremadura, Islas Baleares, Castilla-La Mancha, Castilla-León, Murcia y Aragón).

#### Objective 5.

#### Protect the rights of migrant, refugee and asylum-seeking women and girls

##### Legislative Changes

Royal Decree-Law 7/2018 of 27 July on universal access to the National Health Care System.  
[https://www.boe.es/diario\\_boe/txt.php?id=BOE-A-2018-10752](https://www.boe.es/diario_boe/txt.php?id=BOE-A-2018-10752)

##### Policy Changes

- The Spanish National Pact against Gender-based Violence approved in 2017 takes into account the special vulnerability of migrant, refugee and asylum-seeking women and girls, including specific measures regarding them in order to improve their protection and the assistance provided.  
<http://www.violenciagenero.msssi.gob.es/pactoEstado/home.htm>
- Protocol of the General Directorate of Integration and Humanitarian Attention for the detection and action before possible cases of trafficking in human beings (develops the provisions of the Framework Protocol of Trafficking and the Regulation of the Immigration Law RD 557/2011 of April 20). This protocol has been applied since January 2015 in the network of migration centres, in the Social Work Unit located in the Asylum and Refugee Office, and in all programmes and devices for assisting immigrants, asylum seekers and refugees, managed by NGOs and financed, totally or partially, by the Secretary of State for Migration.

##### Other Activities

The Directorate General for Integration and Humanitarian Attention from the Ministry of Work, Migration and Social Security annually subsidises some of the projects specifically aimed at assisting and attention of immigrant women, asylum seekers or refugees and their children.

All these projects are based on the principle of equality between men and women as well as on the application of the gender perspective. In these projects, data is collected disaggregated by sex and the impact of gender is measured.



In the Directorate General for Integration and Humanitarian Attention, projects have been subsidised in the period from October 2017 to September 2018 addressed to:

-Improving the employment of migrant women. These projects should favour the help reconcile working and family life. There are also specific projects aimed at victims of gender violence and victims of trafficking.

-Projects specifically addressed to women and their children:

- Encourage access, participation and involvement of migrant women in all areas of social life.
- Detection and action of victims or potential victims of trafficking.
- Creation of support networks for victims of gender violence and their children.
- Encourage the empowerment, training and leadership of migrant women.

-Training projects aimed both at sensitizing of the society and at the professionals who work with the collective.

The Directorate General for Integration and Humanitarian Attention has specialised shelters for victims of trafficking and their children.

#### **Target Group**

Migrant, refugee and asylum-seeking women and girls.

#### **Objective 6.**

#### **Achieve gender mainstreaming in all policies and measures**

##### **Policy Changes**

- The new government (June 2018) has placed gender equality policies in the government vice presidency given that the Vice-President is also Minister of the Presidency, Relations with Parliament and Equality and Equality.
- In relation to the Strategic Plan for Equal Opportunities (PEIO), instrument of the Government with measures to achieve the objective of equality between women and men and to eliminate discrimination on the basis of sex, the new draft covering the next period is currently being elaborated. PEIO will respond to the explicit commitment of the government to real equality between women and men and will collaborate in the development of goals and targets set out in the Agenda 2030 for sustainable Development.
- In this regard, the Plan of Action for the implementation of the Agenda 2030 for Sustainable Development, approved by the Council of Ministers on 29 June 2018 and submitted to the United Nations in a voluntary report, should also be mentioned. In this plan, the Strategic Plan for Equal Opportunities is constituted, as one of the nine priority and lever policies, as gender equality is perceived with the capacity to accelerate progress transversally and on a larger scale in the whole of the 17 SDGs.

##### **Other Activities**

- 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, 2017 and 2018, 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.

- Regarding the field of health, it is worth highlighting the re-start of the Women's Health Observatory in the Ministry of Health, Consume and Social Welfare, whose objective will be to strengthen the gender approach in health policies, through investigation, training and dissemination as well as dissemination on health determinants, with special emphasis on gender to achieve equity in health, sexual and reproductive health, early detection of violence against women and other aspects of quality of life for women.

<b>SWEDEN</b>
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<b>Objective 1.</b>
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<b>Combating Gender Stereotypes and Sexism</b>
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<b>Legislative Changes</b>
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On 1 January 2018, changes in the criminal code concerning unlawful intrusion of integrity (olaga integritetsintrång) entered into force. The aim of the changes is to strengthen the protection against threats and violation on internet and in social media, where women are particularly exposed.

On 1 July 2018, new sexual offence legislation, based on consent, entered into force.

A governmental commission on better possibilities to combat discrimination delivered its report in December 2016. The proposal referred to the Council on Legislation is currently being circulated for formal consultation. The consultation response is due on 11 October 2018.

On 30 August 2018, the government appointed an inquiry on how supervision of the Discrimination Act can be more effective.

<b>Policy Changes</b>
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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.

<b>Other Activities</b>
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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 also 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.

The government has taken a number of actions to right the wrongs identified by the #MeToo petitions. For example, remits has been given to the Equality Ombudsman and the Swedish Work Environment Authority to strengthen the knowledge and support the work against sexual harassment. The Equality Ombudsman shall also map gender stereotypic and sexist advertising. Remits has also been given to the National Agency for Education to strengthen the preventive work against sexual harassment within the sex and social education. With reference to the #MeToo petitions, the government has initiated meetings about sexual violence and harassment with heads of government agencies, labour market and union partners, business leaders and the initiators behind the petitions.

<b>Target Group</b>
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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 Act (1988:688) was amended on 1 July 2018. The changes imply that extended contact bans may be electronically monitored and that this is now the rule when a ban has been previously violated. The maximum time of prohibited contact with terms of electronic monitoring was extended from six months to one year. Breach of a non-contact order with electronic monitoring has been introduced as a separate crime with a maximum penalty of two years of imprisonment.

On the same date, new legislative amendments concerning sexual offences entered into force. The amendments are based on consent, i.e. sex must be voluntary otherwise it is illegal. Accordingly, a rape conviction no longer requires the use of violence or threats by the perpetrator, nor the exploitation of a victim's particularly vulnerable situation. Two new offences, "negligent rape" and "negligent sexual abuse" were also introduced, both carrying a prison sentence of a maximum of four years. The negligence aspect focuses on the fact that one of the parties did not participate voluntarily. This means that it will be possible to convict more people of sexual abuse than at present, for example when someone should be aware of the risk that the other person is not participating voluntarily but still engages in a sexual act with that person.

Entering into force on 1 July 2018, there are new amendments to the Higher Education Ordinance (1993:100) concerning mandatory training on violence against women and domestic violence for the Degree of Bachelor of Science in Physiotherapy, the Degree of Master of Law, the Degree of Master of Science in Medicine, the Degree of Master of Science in Psychology, the Degree of Bachelor of Science in Nursing, the Degree of Master of Science in Dental Surgery, and the Degree of Bachelor of Science in Social Work.

**Policy Changes**

Complementing the 2016 national ten-year cross-sectoral strategy to prevent and combat men's violence against women 2017-2020, the Government launched a national action plan against prostitution and trafficking in February 2018, as well as an action plan against female genital mutilation in June 2018. The new Agency for Gender Equality, inaugurated in January 2018, is commissioned to support the co-ordination of efforts by different agencies counteracting violence against women.

**Other Activities**

The government has taken a number of actions within the framework of the national strategy, relating to the Legislative Changes above. For instance, with the aim to provide early support to victims of sexual offences, the Swedish Code of Judicial Procedure (1942:740) has been amended so that a request for counsel to represent the injured party in preliminary investigations of a sexual offence is to be made immediately. The Swedish Crime Victim Compensation and Support Authority has been commissioned to inform young people about the new legislation against sexual offences and its implications. Furthermore, the Agency for Gender Equality has been commissioned to offer support to universities and other institutions of higher education that are now obliged to teach about violence against women in their training programmes for certain degrees.

**Target Group**

Decision makers and professionals at all levels within all sectors, as well as the general public.

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

No specific Legislative Changes. The Swedish Constitution is an important starting point regarding equal access to justice for women and men:

Ch. 2 Art. 13 Instrument of Government:

*No act of law or other provision may imply the unfavourable treatment of anyone on grounds of gender, unless the provision forms part of efforts to promote equality between men and women or relates to compulsory military service or other equivalent official duties.*

**Policy Changes**

The Swedish Government runs a programme for gender mainstreaming in government agencies, aiming at integrating a gender equality perspective in the core activities of the agencies concerned (see 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 indicated under Objective 2 above, following an amendment to the Swedish Code of Judicial Procedure, a request for a counsel to represent the injured party in preliminary investigations of a sexual offence is now to be made immediately. The government recognises that early access to such counsel is of vital importance for successful prosecutions of sexual offenders.

**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**

To achieve a more equal distribution of women and men in leadership positions in the workforce, the Discrimination Act has been revised. According to the revised Act, which entered into force 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.

In the new municipal law (2017:725), which entered into force on 1 January 2018, the government has made it possible for elected representatives in municipalities and county councils who fulfil their representative duties full-time or close to full-time, to be permitted parental leave. The proposal is expected to enable elected women and men to combine political work with family life. Ultimately, the law contributes to enable women and men to be political leaders on equal terms.

**Policy Changes**

The government has adopted an action plan for the defence of the freedom of speech. The action plan aims at strengthening the government's efforts to prevent and tackle problems related to hate speech and threats directed against journalists, politicians and artists.

Academia is an area in which male dominance in leadership positions is particularly pronounced, currently 73% men and 27% women. The government's recruitment objectives stipulate that the proportion of women professors will increase by 9 percentage units per university during 2017-2019.

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. The work to integrate gender equality into the work of universities and colleges continues. In addition, the majority of government agencies that fund research are given the task of integrating a gender equality perspective in the allocation of research funds.

#### **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 the boards of public authorities and state agencies, as well as the boards of state-owned companies. The proportion of women on the boards of public authorities and state agencies was 51% in 2017, and the proportion of women chairs in these boards were 49%. The goal of gender parity has therefore been achieved in this sector.

#### **Target Group**

Decision makers and professionals at all levels within all sectors.

### **Objective 5.**

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

##### **Legislative Changes**

In 2017, the government amended the Ordinance which governs the annual reports of all public authorities to require statistics disaggregated by sex to be used also in the annual reports.

##### **Policy Changes**

Gender mainstreaming continues to be the main strategy to achieve the Gender Equality Policy Goals. The Swedish Government has adopted a “dual approach” to achieve gender equality goals, with gender mainstreaming as the principal strategy, combined with so-called special measures funded by a specific budget appropriation for gender equality. A government decision for the period 2016-2020 is guiding the gender mainstreaming work within the government offices. Gender mainstreaming is mandatory in the preparation of all government decisions, and all statistics must be sex-disaggregated. 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 Swedish Gender Equality Agency was established on 1 January 2018 to contribute to effective implementation of Swedish gender equality policy. The work of the agency requires close cooperation with other government agencies, municipalities, county councils, regions, civil society and business and industry. The main task of the gender equality agency is to co-ordinate, follow up and provide various forms of support in the area of gender equality to government agencies, but also to the county councils, regions and municipalities. The agency is located in Angered, Gothenburg. It is headed by Director General Lena Ag, who also chairs the agency’s oversight committee. The agency has a staff of about 55.

Statistics Sweden provides and updates indicators to follow up on the government’s gender equality goals and also provides gender statistics in other areas. In 2018, the government commissioned the

Gender Equality Agency to conduct continuous follow up on the gender equality policy. Taking the development of the indicators into account is one aspect of the follow-up.

Work on gender budgeting, as an application of gender mainstreaming in the budget process, has 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.

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. The government has conducted an analysis of government agencies' instructions to identify needs for amendment with respect to gender mainstreaming, and several amendments have now been implemented, in order to clarify the agencies' responsibility and tasks in terms of gender mainstreaming. In addition to this, 60 public sector authorities still 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 on gender mainstreaming for their employees and gender mainstreaming of the process of granting funds to researchers.

The Swedish Government and the Swedish Association of Local Authorities and Regions (SALAR) have signed a three-year agreement for the period 2018-2020 to strengthen work with gender equality at local and regional level. The purpose is to support efforts to achieve the Gender Equality Policy Goals, and to further develop collaboration on gender equality issues between local, regional and central levels of government. Furthermore, the agreement between SALAR and the Government of Sweden will support implementation of the National Strategy to Prevent and Combat Men's Violence against Women.

Upon instruction by the government, the county administrative boards are tasked with ensuring regional impact of the National Policy Goals including the Gender Equality Policy Goals. Following a commission by the government, all 21 county administrative boards developed dedicated strategies for this purpose in 2017.

#### **Other Activities**

In 2018, the government published an appendix to the Spring Budget Bill, reporting on policy measures taken during the full government term 2014-2018 to advance gender equality and implement the national gender equality sub goals. Also, an appendix to the Swedish Budget Bill is published each year, entitled Economic Equality between Women and Men ("Ekonomisk jämställdhet mellan kvinnor och män"). This appendix shows the distribution of economic resources between women and men, and has been published since 1988. Since 2003, the appendix has been placed adjacent to the Budget Statement to emphasise its overarching importance. Some years the appendix on economic gender equality has had thematic focus. The appendix shows how gender inequalities between women and men are expressed in economic terms, but also how welfare systems reduce the gender gap in earnings. In analysing the economic situations of women and men respectively, it examines the distribution of education, gainful employment, wages, household work and capital income. Finally, it describes disposal income by combining the various types of income and social insurance benefits and deducting taxes.

#### **Target Group**

Decision makers and professionals at all levels within all sectors.



<b>SWITZERLAND/SUISSE</b>
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**Objectif 1.****Prévenir et combattre les stéréotypes de genre et le sexisme****Changements législatifs**

Au niveau des cantons, le gouvernement vaudois a proposé, en juillet 2018, de modifier la loi cantonale sur les procédés de réclame (LPR) afin d'interdire toute forme de publicités sexistes sur l'espace public vaudois.

**Autres activités**

- L'Office fédéral de la statistique (OFS) a rendu publics les résultats de l'enquête suisse sur la population active 2016, qui contiennent notamment des indications sur la répartition entre femmes et hommes du travail non rémunéré. Cela a mis en évidence une participation accrue des hommes aux tâches domestiques et familiales, et des femmes au travail rémunéré.
- Le Conseil des écoles polytechniques fédérales EPF publie sa « Stratégie pour l'équilibre des genres et l'égalité des chances entre les femmes et les hommes pendant la période 2017–2020 » dans le but de continuer à faire progresser la représentation féminine au sein du Domaine des EPF ces prochaines années. Plusieurs mesures et thèmes-clés ont été définis à ces fins.

**Groupe cible :**

Grand public, monde académique, autorités politiques.

**Objectif 2.****Prévenir et combattre la violence à l'égard des femmes et la violence domestique****Changements législatifs**

La Convention du Conseil de l'Europe sur la prévention et la lutte contre la violence à l'égard des femmes et la violence domestique (convention d'Istanbul) est entrée en vigueur en Suisse le 1er avril 2018.

**Changements politiques**

La mise en œuvre de la Convention d'Istanbul incombe à la Confédération et aux cantons, dans le cadre de leurs tâches et compétences respectives. Au niveau national, le Bureau fédéral de l'égalité entre femmes et hommes (BFEG) assure la coordination de cette mise en œuvre. Au niveau cantonal, c'est la Conférence suisse contre la violence domestique (CSVD) qui se charge de la coordination, sur mandat de la Conférence des directrices et directeurs des départements cantonaux de justice et police (CCDJP) et de la Conférence des directrices et directeurs cantonaux des affaires sociales (CDAS). L'application de la convention relève en grande partie de la compétence des cantons, notamment pour tout ce qui concerne les sanctions pénales, l'aide aux victimes et la protection de l'enfant et de l'adulte.

**Autres activités**

- Le 13 novembre 2018, le BFEG organisera à Berne une conférence nationale sur la Convention d'Istanbul.
- Le 11 octobre 2017, le Conseil fédéral a approuvé le rapport « Lutter contre le stalking : vue d'ensemble des pratiques appliquées en Suisse et à l'étranger », qui dresse pour la première fois un panorama des approches ayant fait leurs preuves dans la lutte contre le harcèlement obsessionnel, ou stalking. Elle fournit à cet effet un aperçu détaillé des projets innovants et des pratiques couronnées de succès en Suisse et à l'étranger. Le 14 novembre 2017, un congrès national organisé par le BFEG a réuni plus de 220 spécialistes pour aborder la question du stalking.

- En janvier 2018, le Conseil fédéral a adopté le rapport sur la détection précoce des violences intrafamiliales, basé sur une étude offrant un aperçu des instruments de détection précoce des violences intrafamiliales existant en Suisse et à l'étranger, et présentant l'évaluation de leur efficacité.
- Plusieurs rapports du gouvernement suisse concernant la violence à l'égard des femmes sont encore en élaboration, notamment :
  - Rapport sur le droit de séjour des victimes de violences conjugales
  - Rapport sur la gestion des menaces émanant de violences domestiques
  - Rapport de la prise en charge médicale des cas de violence domestique

**Groupe cible :**

Autorités politiques fédérales et cantonales ; ONG ; expert-e-s

**Objectif 3.****Garantir aux femmes l'égalité d'accès des femmes à la justice****Changements législatifs**

Le Conseil fédéral veut améliorer la protection des victimes de violence domestique et de harcèlement obsessionnel, une fois que celles-ci ont entamé une procédure. Il a adopté à cet effet, en octobre 2017, un message portant sur diverses modifications du droit civil et du droit pénal. Le projet prévoit notamment la possibilité de surveiller électroniquement le respect d'une interdiction géographique ou d'une interdiction de contact ; il soulage par ailleurs la victime, puisque la décision de suspendre ou de classer la procédure pénale ne relèvera plus de sa seule responsabilité. De telles mesures amélioreront la mise en œuvre du droit et faciliteront l'accès des victimes au système de protection.

**Autres activités**

En novembre 2017, suite à l'entrée en vigueur en début d'année d'une nouvelle réglementation définissant la répartition des avoirs de prévoyance en cas de divorce, le BFEG a publié une nouvelle brochure d'information à ce sujet. Elle présente le droit suisse du divorce, décrit le système de prévoyance et montre les incidences financières d'un divorce sur la prévoyance professionnelle.

**Groupe cible :**

Grand public, centres de conseils, avocat-e-s

**Objectif 4.****Assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique****Changements législatifs**

Une révision du droit de la société anonyme, actuellement en cours de traitement par le Parlement, prévoit d'instaurer des quotas pour améliorer la participation des femmes à la prise de décision dans le monde professionnel, soit dans les conseils d'administration et les directions des entreprises cotées en bourse.

**Autres activités**

Le 8 mars 2018, la Commission fédérale pour les questions féminines CFQF a lancé le spot vidéo « moitié-moitié ». Elle veut encourager davantage de femmes à assumer des responsabilités politiques et invite les partis à mettre en place les conditions nécessaires pour cela en vue des élections de 2019.

**Groupe cible :**

Monde professionnel, monde politique et grand public

**Objectif 5.****Protéger les droits des femmes et des filles migrantes, réfugiées et demandeuses d'asile****Changements politiques**

Lors de sa séance du 25 octobre 2017, le Conseil fédéral a pris acte du rapport sur les résultats du programme national de lutte contre les mariages forcés (2013-2017). Il ressort de cette évaluation externe que dans de nombreuses régions du pays, ce programme a contribué de manière décisive à aider les personnes concernées. Le Conseil fédéral entend par conséquent continuer d'assurer l'accompagnement des personnes concernées, renforcer la prévention et promouvoir la formation de spécialistes. La Confédération allouera à cette fin une contribution globale de 800 000 francs au Service contre les mariages forcés pour les quatre prochaines années.

**Groupe cible :**

Autorités politiques et administratives

**Objectif 6.****Intégrer les questions d'égalité entre les femmes et les hommes dans toutes les politiques et mesures****Changements législatifs**

Un groupe de travail interdépartemental travaille sur la mise en œuvre des recommandations CEDAW de 2016 au sein de l'administration fédérale, en s'appuyant notamment sur une feuille de route pour la période 2017-2020

**Autres activités**

Le 14 juin 2018, le Bureau fédéral de l'égalité entre femmes et hommes (BFEG) a organisé avec l'Université de Lucerne une journée d'étude sur les « Questions relatives au droit de l'égalité dans le droit des assurances sociales ». La journée d'étude a traité de thématiques actuelles, comme le nouveau projet de réforme des retraites, l'initiative populaire pour un congé de paternité et la révision de la loi sur l'égalité, actuellement en discussion au Parlement. Elle a aussi abordé différentes problématiques en lien avec les assurances sociales, comme l'impact d'un changement du taux d'occupation, l'évaluation du taux d'invalidité pour les personnes qui travaillent à temps partiel et la couverture d'assurance pendant la grossesse et la maternité.

**Groupe cible :**

Administration fédérale, milieu judiciaire et monde académique

<b>TURKEY</b>
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**Objective 1.****Prevent and combat gender stereotypes and sexism****Policy Changes**

- “The Strategy Paper and Action Plan on Women’s Empowerment” covering the period 2018-2023 was prepared in order to promote women’s participation in economic and social life; ensure women’s equal access to rights and opportunities; mainstream the principle of equality between women and men into all main plans and programmes. The Action Plan concerned is an important document in terms of developing policies and measures to ensure the realisation of the principle of equality between women and men in practice and elimination of practices including discrimination against women. The Strategy Paper and Action Plan, which is the first most comprehensive action plan aimed at women’s empowerment in Turkey, has regulated the current situation regarding five main policy pillars - education, economy, health, participation in decision-making mechanisms and media: main purpose, targets, strategies and activities. It is estimated with “the Strategy Paper and Action Plan on Women’s Empowerment” to follow up the responsibilities imposed on the public institutions and organisations, local authorities, universities, non-governmental organisations and the private sector. (<https://kadininstatusu.aile.gov.tr/kadinin-guclenmesi-strateji-belgesi-ve-eylem-plani-2018-2023>)
- The project on Representation of Women in Media was implemented in 2017 in order to find out the impacts of how women are represented in media on women and the social and cultural structure of a society. Within the scope of the project, a comprehensive report and guide, poster, brochure on women’s representation in media for media professionals were prepared. Furthermore, the data obtained will provide input in the studies aimed at raising awareness and consciousness of the media managers, students of communication faculties and society/public in the upcoming periods.

**Other Activities**

- “Engineer Girls of Turkey Project” was put into practice with the co-operation of the Ministry of Family, Labour and Social Services, Ministry of National Education, United Nations Development Programme (UNDP) and the private sector. The project aims to give support in all spheres for the female students who want to be engineers and enable them to be role models of their profession. Within scope of the project are scholarships, internships and employment opportunities and an English language programme, training on “Social Engineering” certification programmes and mentorship support are provided for the university students. Scholarships were awarded to 40 female students in 2016, 54 female students in 2017 and 102 female students in 2018 who were successful but in need of financial support and studied at the engineering faculties of universities.

Furthermore, awareness-raising and informing activities in the fields of engineering are carried out for 10th and 11th grade students at the most successful Science and Anatolian High Schools in 10 provinces, their teachers and parents under the project. Within this scope, six activities were organised in two high schools in the province of Hatay on 29-31 May 2017. In addition, trainers’ training was organised for 100 persons including school administrators and counsellors (professional counselling and gender equality) between 20-22 March 2018 in 10 provinces determined in Antalya (Ankara, Antalya, Artvin, Çanakkale, Elazığ, Hatay, İstanbul, Kırklareli, Muğla and Siirt). The school counsellors who became trainers as a result of the aforementioned training carried out activities including trainings, role model meetings, parent meetings, virtual reality practices, etc. at their schools between 9 April and 9 May 2018. Further information

regarding the project is available on the website: <http://www.turkiyeninmuhendiskizlari.com>.

- On the occasion of “International Day of Women and Girls in Science” held with the participation of girl students on 12 February 2018, successful female scientists in different fields of science and female students who had reached national and international success in different sciences were brought together.
- On the occasion of “International Girls in ICT Day”, “Training on Information Technologies and Conscious and Safe Internet Use” was held in co-operation with the Information and Communication Technologies Authority for 500 persons in total, including girls growing up at the homes of love affiliated to the Ministry of Family, Labour and Social Services and caretaker mothers; and wives and children of martyrs on 18 April 2018 in Ankara and 24 April 2018 in Istanbul. Besides, at the event organised on 26 April 2018 with the participation of girls growing up at the homes of love affiliated to the Ministry of Family, Labour and Social Services and caretaker mothers, successful women in the field of information and communications technologies were brought together and it was aimed to encourage school girls and young women to consider careers in the field of information and communication technologies and raise awareness in this context.
- “Digital Literacy Seminars” aimed at efficient usage of opportunities provided by the digital technology are organised on safe and conscious internet use, effective e-Posta usage, cloud technology, basic data literacy in co-operation with Google Turkey. Training was organised for the personnel of the ministry on 3 May 2018 with the participation of 103 persons. “Women and Technology Istanbul Meeting” took place on 10 May 2018 with the participation of nearly 400 female mukhtars, azas and personnel of the Ministry of Family, Labour and Social Services.
- “Seminars on Financial Literacy and Women’s Economic Empowerment” are carried out for women in co-operation with relevant local actors in order to raise awareness about mechanisms that are encouraging women’s economic participation and to ensure understanding of financial issues and risks. Within the scope of these seminars, 3,514 women participated in these seminars in a total of 14 provinces in 2017 and 2018.

## Objective 2.

### Prevent and combat violence against women and domestic violence

#### Legislative Changes

- GREVIO monitoring process regarding the implementation of “*The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence*” has been completed.
- Within scope of the Law No. 6284 on Protection of Family and Prevention of Violence Against Women which includes regulations concordant to the Istanbul Convention and entered into force in March 2012; the initiatives for “protecting women, children, family members and the victims of stalking, who have been subjected to violence or at risk of violence” are maintained by all relevant institutions and organisations.

#### Policy Changes

- The efforts are underway for implementation of 31 activities included in 5 primary objectives of the Third National Action Plan on Combating Violence against Women (2016-2020)<sup>24</sup> which became effective in December 2016 including:
  - ✓ Legislative amendments,
  - ✓ Awareness raising and transformation of social attitudes,
  - ✓ Delivery of preventive and protective services and empowerment of victims of violence,
  - ✓ Organisation and delivery of health services,
  - ✓ Inter-institutional co-operation and policy making.

<sup>24</sup> <https://kadinistatusu.aile.gov.tr/kadina-yonelik-siddetle-mucadele-ulusal-eylem-planı>

Meetings were held in January 2018 with the participation of relevant stakeholders in order to monitor and follow up the Action Plan, monitoring and evaluation of which were conducted by the General Directorate on the Status of Women (GDSW) ; and the meeting reports are available on the website of the GDSW.<sup>25</sup>

- In addition; Provincial Action Plans on Combating Violence against Women are prepared at the level of 81 provinces in order to implement the national action plans and programmes at local level, supporting the policies on combating violence against women in line with the local needs, priorities and resources. “Provincial Action Plans on Combating Violence against Women” have been effective in 62 provinces as of August 2018. The efforts are underway for extension of provincial action plans to 81 provinces.
- The Ministry of Family, Labour and Social Services has completed the preparatory activities of “the Strategy Paper and National Action Plan on Combating Early and Forced Marriages” for the period 2018-2023 for resolution of the issue of early and forced marriages from the perspective of international conventions, national legislation, 2030 Sustainable Development Goals with the participation and co-operation of the public institutions and organisations, local authorities, universities and non-governmental organisations.
- In 2017, the Ministry of Family, Labour and Social Services have also conducted special activities for provinces where the rate of early and forced marriages was high. Within this period, field visits were paid to 19 provinces and preparations were launched for preparation of provincial action plans on combating early marriages. Currently, provincial action plans prepared with the aim of combating early and forced marriages are effective in 11 provinces.

#### **Other Activities**

- The project on “Increasing Institutional Capacity of Women Service Units” is carried out in order to develop capacity of the members of profession working at the institutions through training materials prepared and trainings to be provided within this scope and contribute to combating violence against women for full and effective implementation of the protective and preventive services provided by the Violence Prevention and Monitoring Centres (ŞÖNİM) and women’s shelters affiliated to the Ministry of Family, Labour and Social Services.

#### **Target Group**

Staff of Violence Prevention and Monitoring Centres and women’s shelters; and women and their accompanying children receiving service from aforementioned institutions. In addition, awareness raising activities are carried out for the staff of law enforcement, justice, health, education, religious officers, local media members, mukhtars, and staff of non-governmental organisations, female social groups, and male social groups.

- "Psycho-Social Support and Intervention Programme Development Project” is carried out in order to develop psycho-social support and intervention programme to strengthen the service capacity and form a service standard for ŞÖNİMs and women’s shelters; and to provide structured training programme for the staff of ŞÖNİM and women’s shelter.

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<sup>25</sup> <https://kadinistatusu.aile.gov.tr/izleme-ve-degerlendirme-raporlari>

**Target Group**

ŞÖNİM and women's shelter staff; and women and their accompanying children who receive service from aforementioned institutions.

- "The Project on Developing Empowerment Model for Post-Shelter Period" is carried out in order to create and popularise women's empowerment model by activating inter-institutional co-operation in combating violence against women, to let women victims of violence out of the violence circle by decreasing the need for shelter; and to increase employment opportunities by improving economic empowerment.

**Target Group**

Women who receive service from women's shelters, ŞÖNİMs and Women Counselling Centres and members of profession working at women's shelters, ŞÖNİMs and Women Counselling Centres.

- Women's Shelters provide service in 81 provinces to ensure speedy and efficient access to the women's shelter by victims of violence; and totally 144 women's shelters run by the General Directorate on the Status of Women, municipalities, state and NGOs provide service with the capacity of 3454. Specialisation activities of women's shelters are maintained in order to improve the quality and efficiency of services offered to the different needs groups benefiting from women's shelters.
- Legislation Working Group was established under the coordination of GDSW in order to accomplish the target "There shall be amendments in the Constitution and relevant basic laws pursuant to the international conventions and documents on women's human rights, in particular the Istanbul Convention." as included in the Third National Action Plan on Combating Violence Against Women; and the Working Group prepared a draft report.
- The working group established within scope of the activity to "Investigate the Incidents of Violence against Women Resulting in Death" included in the National Action Plan on Combating Violence Against Women 2016-2020 continues its activities.
- "The Committee on Monitoring Violence against Women" has convened once a year since 2006 under the co-ordination of the Ministry of Family, Labour and Social Services General Directorate on the Status of Women with the participation of all relevant public institutions and organisations, universities and non-governmental organizations in order to share information and experience about the activities conducted and the problems encountered in combating violence against women. The Committee held its 11th meeting on 21 December 2017.
- "Provincial Commission for Co-ordination, Monitoring and Evaluation of Combating Violence against Women", which was established in 2016, meets under the chair of the governor in 6-monthly periods with the participation of relevant institutions at the level of 81 provinces. The 2017 General Evaluation Report, which had been prepared by the General Directorate on the Status of Women in line with the matters detected in combating violence against women, faulting points regarding co-operation with institutions and organisations and offers for solution within scope of the Commission Reports submitted periodically to the GDSW was delivered to the relevant ministries. It is seen that relevant ministries inform their own provincial units about the actions to be taken within this scope.



- “Training Seminars on Combating Violence against Women” are organised under the coordination of the Ministry of Family, Labour and Social Services for the personnel of the relevant institutions and organization, particularly public officials in 81 provinces within 2018. Within this scope, nearly 25.000 public officials in 81 provinces have attended these seminars since January 2018.
- Within scope of the activity that *“A common inter-institutional database shall be built with the aim of effective monitoring of the data on violence against women”* as provided for in the Third National Action Plan on Combating Violence against Women, the Ministry of Family, Labour and Social Services continues efforts to record the injunction orders ruled under the Law No. 6284 in a common data system through an integration activity between the institutions.
- The activities are underway for building “Family Information System Female Module” to be used by the Provincial Directorates, social service centres, ŞÖNİMs, women’s shelters and first-step stations in order to monitor the information on social service activities through database, to update information, evaluate the activities to be conducted and share information.
- Within the scope of “the Information Sharing Protocol between the Ministry of Interior and the Ministry of Family and Social Policies” which was signed in September 2017, it is planned to electronically share the “Registration Form for Incidents of Domestic Violence and Violence against Women under the Law No. 6284” and “data on injunction orders issued pursuant to the Law No. 6284” regulated by the General Directorate of Turkish National Police with the Ministry of Family, Labour and Social Services. It is estimated that the aforementioned data integration initiative will shorten the time to reach the victims of violence and increase the efficiency of their protection.
- Integration activities with relevant institutions and organisations including the Ministry of Health, Ministry of National Education, Ministry of Interior General Directorate on Population and Citizenship, Social Security Institution and the Banks Association of Turkey are maintained for the automation of “confidentiality orders” issued for the victim of violence under the relevant article in the Law No. 6284.
- Following the entry into force of the Law No. 6284, the activities were started for “implementation of electronic surveillance and support systems” with the co-operation of the General Directorate on the Status of Women and the General Directorate of Turkish National Police. Within this scope, pilot scheme of “electronic bracelet” which had been implemented in the responsibility zones of Turkish National Police in Ankara and İzmir in 2015-2016 was implemented in the responsibility zones of both Gendarmerie and Turkish National Police in 2016-2017. With the last Protocol signed on 30th June 2017, the pilot scheme of electronic surveillance was extended to the responsibility zones of Gendarmerie and Turkish National Police in the provinces of Ankara, Antalya, Bursa, Gaziantep Istanbul and İzmir and for two years.
- Violence Prevention and Monitoring Centres (ŞÖNİM) which were established pursuant to the Law No. 6284 on Protection of Family and Prevention of Violence Against Women to provide services of accommodation for the victims of violence, temporary financial assistance, counselling and guidance, follow-up and monitoring of temporary protection orders ruled in case of life risk, crèche support, legal assistance, medical assistance, employment support, scholarship for children and education and training, have been

maintaining their services in 75 provinces as of August 2018. Efforts are underway to extend them to 81 provinces and to increase their capacity.

- “Workshop on Functioning and Implementation of Violence Prevention and Monitoring Centres’ Services” was held between 11-15 December 2017 with the participation of the managers of Violence Prevention and Monitoring Centres and Deputy Provincial Managers on Women’s Services in order to ensure standardisation of services provided at ŞÖNİMs; to assess the problems encountered in practice and to offer solutions.
- Meetings have been held with the Ministry of National Defence in order to maintain trainers’ training and training of ranks and files organised between 2014 and 2016; and it is planned to launch the training again in 2018 in accordance with the “Protocol on Promoting Gender Equality, Strengthening Institutional Capacity for Combating Violence Against Women, and Increasing Co-ordination and Co-operation” signed between the Ministry of Family, Labour and Social Services and the Ministry of National Defence on 3 July 2013. Moreover, it was determined as a result of meetings between the Ministry of Family, Labour and Social Services and the Ministry of National Defence that 21-day paid military service programme will include a one-hour seminar on “Combating Violence against Women and Domestic Violence”.
- Within the scope of the “Protocol on Providing Contribution of Religious Officers in the Protection of Family and Prevention of Violence against Women” signed in 2013 between the Presidency of Religious Affairs and the Ministry of Family, Labour and Social Services, meetings have been held with the Presidency of Religious Affairs in order to maintain trainers’ training organised between 2013 and 2015; and it is planned to launch the training again in 2018.

#### **Target Group**

Women victims of violence, institutions and organisations providing services in combating violence against women.

#### **Objective 3.**

##### **Ensure the equal access of women to justice**

#### **Legislative Changes**

- Draft Law prepared by the Ministry of Justice. The Draft called "Judiciary Support and Victims' Services" is compatible with EU Directive 2012/29. In the draft, there are some regulations which will ensure equal access to justice for everyone. Besides for the woman who would be considered as a member of a vulnerable group, she will receive support from the Victims Offices in courthouses during the legal process. Detailed services and regulations will be included in the draft and announced on the website of the Ministry of Justice. In the following days, the draft law will be presented to parliament.

#### **Policy Changes**

- People have equal rights about access to justice in Turkey. However, it appears that people, most commonly victims, generally were not aware of their rights in a legal process. For that reason, awareness-raising campaigns have begun. The Victims' Rights Department is working on a website which will include some information for victims, especially for those victims who hesitate before starting a judicial process, where they can easily learn their rights from the website in simple language.

**Other Activities**

- The Victims' Rights Department organised training programmes for judges and prosecutors. In these programmes there are classes on communication skills, gender mainstreaming, types of domestic violence, etc. It is highly important that practitioners are aware of the seriousness of the domestic violence and communicate with victims without creating secondary victimisation.

**Target Group**

Victims and especially vulnerable groups of victims.

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

The “Strategy Paper and Action Plan on Women’s Empowerment 2018-2023” was prepared in order to promote women’s participation in economic and social life; ensure women’s equal access to rights and opportunities; mainstream the principle of equality between women and men into all main plans and programmes. One of its five policy pillars is “Participation in Decision-Making Mechanisms”. There are 4 targets, 3 strategies and 16 activities in the chapter including the primary objective of increasing women’s representation in decision-making mechanisms at local and national levels and ensuring their efficient participation in decision processes”.

**Objective 5.****Protect the rights of migrant, refugee and asylum-seeking women and girls****Legislative Changes**

The provision “*In cases where it is deemed necessary, to attend every actions and ex parte proceedings which was commenced or will be commenced against victim of human trafficking*” was added to the mandates of the Legal Counsellor of the Directorate General of Migration Management pursuant to subparagraph (2) of subparagraph (j) of first paragraph of Article 161 on the Presidential Decree No. 4 (Target Group: Victims of Human Trafficking).

**Policy Changes**

“Women with application or status of temporary protection/international protection” is one of the intersecting policy pillars taken into account in creating objectives, targets, strategies and activities throughout the “Strategy Paper and Action Plan on Women’s Empowerment”. This was prepared under the co-ordination of the Ministry of Family, Labour and Social Services as a document covering the activities to be conducted by public institutions and organisations, local administrations, universities, non-governmental organisations, private sector and other relevant organisations for women’s empowerment.

**Other Activities**

- It is aimed to strengthen the capacity of national systems in order to offer better child protection in accordance with the project “Protection of Children” carried out in co-operation between the Directorate General of Migration Management (DGMM) and UNICEF, which was launched in 2017 and will be completed at the end of 2018. This co-operation not only includes identifying the systematic and legislative gaps by means of making an analysis but aims to strengthen the capacity of DGMM staff on child protection as well. In this regard, the activities of the project continue.

**Target Group**

Children of asylum seeking families or unaccompanied foreign minors in Turkey.

- Within the scope of the project “Protection of Rights of Refugees and Migrants in Turkey” launched in December 2017 and regarding the Council of Europe “Convention on Action Against Trafficking Human Beings” and the human rights standards of the Council of Europe, the target is to strengthen the capacity of DGMM staff working for refugees and migrants and thereby to make up the deficiencies.<sup>26</sup>

#### Target Group

Asylum seeking groups in Turkey

- If there are foreign women who have been victims of violence in Turkey and in need of women’s shelter services, they are accepted to women’s shelters without any discrimination with respect to religion, language, race, status, ethnic origin, etc. and enabled to benefit from all services they need with their accompanying children, if any, in securing shelter, psycho-social support, legal aid, education support, economic support, etc.

#### Objective 6.

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

#### Policy Changes

The “Strategy Paper and Action Plan on Women’s Empowerment” covering the period 2018-2023 has been prepared to promote women’s economic and social participation; ensure equal access to rights and opportunities; mainstream the equal opportunities for women and men. The action plan concerned is an important document in terms of developing policies and measures to ensure the principle of equality between women and men in practice and elimination of practices including discrimination against women. The Strategy Paper and Action Plan, which is the first most comprehensive action plan aimed at women’s empowerment in Turkey, has regulated the current situation regarding five main policy pillars: education, economy, health, participation in decision-making mechanisms and media. It is estimated with the “Strategy Paper and Action Plan on Women’s Empowerment” to follow up the responsibilities imposed on the public institutions and organisations, local authorities, universities, non-governmental organisations and the private sector.

#### Other Activities

- The project on “Implementation of Gender Responsive Planning and Budgeting in Turkey” will be conducted in co-operation with the General Directorate on the Status of Women and UN Women, funded by the European Union. The project aims to develop institutional capacity for gender responsive public policies, plans, programmes and budgeting processes and ensure sustainability at central and local administrations in Turkey.
- A “Non-Governmental Organisations Consultation Meeting” was held within the scope of strengthening women’s economic and social status, preventing violence against women and protecting women’s human rights. Nearly 34 NGOs attended the meeting at the level of chair

<sup>26</sup> Note: Furthermore gender aspects of migration are taken into account on EU projects carried out by the Directorate General and have been included in a separate section of project contracts:

*“Even though both women and men migrate, there are important gender-related considerations because women and men migrate for different reasons, use different channels, and have different experiences. The social context, within which migration takes place, is strongly influenced by gender and family relations. This, in turn, strongly influences migration behaviour, and also affects the experiences men and women undergo. The role that gender plays in the decision of an individual to migrate or not also illustrates why it is important to consider gender issues when considering and formulating migration policy options - regardless of whether these focus on immigration, family reunification, labour migration, resettlement, or asylum. Gender specific aspects of migration will be taken into account both on policy and programme side. The statistics will also include sex and age disaggregated information and data. The LFIP defines how to protect the vulnerable groups of migrants. Fundamental principles of the international law such as principles of non-discrimination and non-refoulement will be applied to migrants.*

*The project will substantially increase gender equality by providing specific gender mainstreaming sessions at trainings and workshops, in technical support and by including this as a cross cutting issue in all topics for discussion at all meetings.”*

from all over the country.

- In April 2017, a “Female Mukhtars Consultation Meeting” was held with the participation of nearly 300 persons; ideas were shared and consultations made about the problems and possible activities at the meeting.
- Within the scope of strengthening women’s economic and social status, preventing violence against women and protecting women’s human rights, a “Women’s Studies Centre Consultation” meeting was held with the representatives of centres within universities. A total of 55 academicians from all over the country attended the meeting.

## UKRAINE

### Introduction

Currently, transformational processes are taking place in Ukraine: priority reforms are identified and basic strategic documents with defined goals, objectives and indicators are developed. In this context the important question arises: how exactly are these documents adapted to the needs of people, specific women and men, boys and girls? This issue has been particularly relevant in a crisis. This is because the very essence and idea of a gender approach is to put people at the centre of the policy-making. It provides better management, as this approach covers different groups of women and men and allows the most efficient use of resources to protect their rights and meet the needs.

In this context one of the framework documents for Ukraine is the Sustainable Development Goals 2030, the principles and provisions of the Council of Europe Gender Equality Strategy 2018-2023.

Achievement of gender equality is one of the priorities of the government's work. There is an understanding that the issue of equality between women and men is an indicator of the maturity of society, an indicator of added value in economic development and an indicator of democracy in the political life of the country.

During the reporting period (October 2017-September 2018) gender equality activities were intensified, with their main goal to achieve systemic and irreversible changes and real equality of women and men in practice. Particular focus was placed on strengthening the national gender mechanism, the legal framework, co-ordinating the activities of all actors of the national gender policy and establishing partnerships with international and civil society organisations.

A number of initiatives were introduced for the first time in the history of modern Ukraine: gender issues are included into the government's Priority Action Plan for 2018 and the Annual National Programme under the auspices of the NATO-Ukraine Commission for 2018; for the first time in 40 years since the ratification of the Convention on the Elimination of All Forms of Discrimination against Women, the National Action Plan for the Implementation of the Recommendations set out in the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women to the eighth periodic report of Ukraine on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women until 2021 was approved.

The strengthening of the national gender mechanism has continued. In March 2017, for the first time, the Vice Prime Minister on European Union and Euro-Atlantic Integration assumed the responsibilities for gender equality; co-ordination of the interaction of central executive bodies on gender equality; organisation of work related to the formation and representation of the position of Ukraine in relations between Ukraine and the North Atlantic Treaty Organization (hereinafter - NATO), including on gender equality issues. In February 2018, the Government Commissioner for Gender Equality Policy was appointed and his Apparatus was established.

Along with achievements, there are challenges being work at. The issue of increasing the political representation of women, strengthening the institutional mechanism for implementing gender equality policies, mainstreaming gender in all areas of activity, especially where reforms are taking place (e.g. public administration reform, security sector and defence reform, decentralisation reform, etc.), remains relevant.

To fully implement the gender equality policy it is important to take into consideration the socio-political context. In particular, achieving a sustainable, lasting peace is impossible without achieving

real equality of rights, opportunities and effects for women and men. In the hybrid war, the aggressor is trying to hit the weak spot and split the society. Social cohesion has been a major threat to him. In these circumstances gender is a very convenient topic to exploit. As, despite rapid advancement and a number of staggering achievements over the last two years, manipulations and stereotypes around gender are convenient to use to have the society split for the reason of gender, values, and choice of the national course.

We see the solution in two directions. First is reinforcing special gender programmes and specific measures for their implementation, including specific gender goals and objectives into the agenda and strengthening the gender mechanism and its practical implementation. Second is implementing a comprehensive gender approach in all strategies, policies, budgets, which will ensure equal rights and opportunities for women and men in all areas of social life.

### **Objective 1.**

#### **Prevent and combat gender stereotypes and sexism**

##### **Changes in legislation and regulatory and legal framework**

Overcoming gender stereotypes and hidden discrimination is one of the objectives of the national gender policy.

The Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men" introduced changes that clearly defined the terms of violence and stereotypical views. For example, Article 1 of the Law provides: "Gender-based violence is any act directed against persons because of their sex, or customs or traditions widespread in the society (stereotypical perceptions about women's and men's social functions (status, responsibilities, etc.), or any act relating to or disproportionately affecting persons of a particular gender that cause physical, sexual, psychological or economic harm or suffering, including the threat of such acts in public or private life".

Article 3 of the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men" defines that one of the key areas of national gender policy is education and promoting the culture of gender equality among the Ukrainian population, advocacy and sensitisation in this sphere, as well as protection of the society from information aimed at gender discrimination.

These areas were reflected in the basic documents on the implementation of gender policy. The State Social Programme on Ensuring Equal Rights and Opportunities for Women and Men up to 2021 approved by the CMU Resolution No. 273 of 11 April 2018 (hereinafter - the State Programme) contains measures aimed at disseminating social advertisement against discrimination based on sex and multiple forms of discrimination, raising awareness of the population about overcoming gender stereotypes and hidden discrimination by means of gender-sensitive language, conducting innovative activities among media to disseminate non-stereotypical ideas about girls and boys, women and men, integrating modules on gender equality into training programmes for journalists.

The National Action Plan for the Implementation of the Recommendations set out in the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women to the eighth periodic report of Ukraine on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women up to 2021 approved by the CMU Order No. 634 of 5 September 2018 (hereinafter, the CEDAW NAP) provides for the planning on an annual basis of awareness-raising and educational activities among the population by the central executive authorities, oblast state administrations and Kyiv city state administration in order to overcome sexist and gender stereotypical coverage of information about women, raising awareness about their rights and mechanisms for their realisation; development of a comprehensive information strategy aimed at overcoming gender stereotypes in the society.



The updated National Action Plan for the Implementation of UN Resolution 1325 on Women, Peace and Security for the period up to 2020 approved by the CMU Order No. 637, 5 September 2018 (hereinafter, the NAP 1325) provides for producing educational materials for the formation of tolerance, a culture of peace, intolerance to discrimination and gender stereotypes, raising awareness about prevention of gender-based violence and conflict-related sexual violence; conducting trainings for mass media on tools for establishing tolerance, a culture of peace, combating gender-based violence, sexism in advertising, and conflict-related sexual violence in the society.

The national objectives of the Sustainable Development Goals for Ukraine (Goal 5) include "encouraging shared responsibility in managing household and upbringing children".

#### **Changes in implementation of policies - examples**

One of the efficient ways to overcome stereotypes is systematic promotion. Thus, gender equality takes a separate part in the Communication Strategy in the sector of European Integration for 2018-2021 approved by the CMU Order No. 779 of 25 October 2017. One of the communication goals of the Strategy is to raise awareness of European values and standards on the rule of law and respect for human rights and fundamental freedoms among the general public, the promotion of gender equality and the elimination of discrimination in all its forms and manifestations.

#### **Institutional changes**

An external gender advisor to the Head of the National Council of Television and Radio Broadcasting was appointed; the department for the implementation of state programmes in mass media, with its main activities in European and Euro-Atlantic integration and national gender policy, was established within the Ukrainian Training Institute for Upskilling of Television, Radio Broadcasting and Press coordinated by the National Council of Television and Radio Broadcasting.

#### **Legislative initiatives**

The Verkhovna Rada of Ukraine registered a Draft Law No. 8558 of 5 July 2018 on Amendments to the Law of Ukraine "On Advertising" concerning combating discrimination. The draft provides for an increase in the amount of fines for discriminatory advertising, identifying those responsible for placement of a discriminatory advertisement and granting of broader powers to the central executive authority that implements state policy in the field of state control over compliance with legislation on consumer protection.

#### **Other activities - examples**

The Ministry of Social Policy of Ukraine (hereinafter, the MSP) has the Expert Council on Prevention and Counteraction of Gender Discrimination. The Expert Council is an advisory body examining complaints and appeals from citizens on sex-based discrimination. Based on consideration of such complaints, the expert council issues recommendations for relevant media, broadcasting and advertising agencies. The recommendations are aimed at minimising gender stereotypes and sexism in the media space. In 2018, 54 appeals were submitted for consideration of the Expert Council on Prevention of Gender Discrimination for an expert assessment as to whether discrimination exists (in 2017, there were 24 appeals), with 35 of them found discriminatory. 22 advertisements were seized. There are lawsuits against five advertisements filed before the courts.

#### **Training and skills development**

The MSP, together with the Industrial Gender Committee on Advertising and the Representative Office of the Friedrich Ebert Foundation in Ukraine continues conducting seminars on "Preventing Sexist Advertising: Tools for Local Governments and Interaction with Civil Society" (held in Dnipro,

Zaporizhzhia, Khmelnytsky, Poltava, Ivano-Frankivsk, Uzhhorod, Lviv, Vinnytsia).

There has been a continuing upgrading of skills for the group of Gender Focal Points of the Ministry of Internal Affairs of Ukraine (hereinafter, the MIA). Appropriate training is also provided for other staff. With the support of UN Women in Ukraine a series of training sessions was held for the staff of the apparatus and for the structures of the MIA. With OSCE support, training on gender aspects took place for teachers of higher education institutions. To build gender capacity of leaders and middle and senior management FolkeBernadotteAcademy (FBA, Sweden), with the support of the European Union Advisory Mission, conducted training for the responsible persons of the MIA.

The Ukrainian Training Institute for Upskilling Television, Radio Broadcasting and Press has developed practical guidelines for media coverage of the UN Security Council Resolution 1325 on Women, Peace and Security.

### **Information campaigns**

The Council of Europe is implementing the "Media Freedom in Ukraine" project as part of the European Union and Council of Europe Joint Programme "Partnership for Good Governance". During its implementation in 2018 a brochure on combating sexism in the media and advertising was published, a series of regional training sessions was conducted to raise journalists' awareness on the problem in the media space.

The All-Ukrainian campaign "Ukraine without sexism" launched in September 2017 is being implemented by the League for the Protection of Women's Rights, the Subcommittee on Gender Equality and Non-Discrimination of the Verkhovna Rada of Ukraine, the Council of Europe and European Union project "Media Freedom in Ukraine", several academic institutes, in particular the Institute the State and Law of the Academy of Sciences of Ukraine, the National Aviation University, as well as the Kyiv City Council, the Office of the Verkhovna Rada Human Rights Ombudsperson. The main objective of the campaign is to significantly reduce the amount of sexist content in visual advertising and public statements by leaders through public monitoring. More than 100 activists from all over the country have joined monitoring of advertisements, social space and mass media.

Regional conferences "Gender Equality in Media and Advertising" were organised in co-operation with the joint project of the Council of Europe and the European Union "Media Freedom in Ukraine" and the Subcommittee on Gender Equality and Non-Discrimination of the Ukrainian Verkhovna Rada's Committee on Human Rights, National Minorities and International Relations, which were focused on the application of gender equality standards in media and advertising, and on addressing existing problems.

In 2018 more than 20 broadcasts and press conferences on combating sexism were held. The next step of the campaign will be to develop amendments to the legislation on advertising and media and to lobby for them.

Supported by UN Population Fund in Ukraine, the information campaign "4 hands Happiness" continues to be implemented, which aims to undermine the established stereotypes in Ukrainian society about the traditional distribution of family responsibilities.

In March 2018 UN Women launched a solidarity movement "HeForShe" to promote gender equality in Ukraine and joined the International Arts Week, which took place between 8 and 15 March in many cities around the world. In Ukraine the HeForShe movement aims to engage audiences that can actively engage with this movement, promote changing attitudes and disseminate information about the campaign through various communication channels, including social networks. The

campaign involves public opinion leaders and influential individuals from different and prominent spheres in Ukraine who will lobby for the change and make tangible progress in achieving gender equality in their areas and institutions. In July 2018, the first HeForShe Congress in Ukraine was held: "When men become allies in moving towards equality".

In the information field, the webpage and the Povaha campaign, which were initiated by activists with the support of the National Democratic Institute, are actively continuing their fight against sexism in politics and media (<http://povaha.org.ua/>). Povaha tries to fight sexualised media coverage and is aimed at producers and consumers of media products, including journalists, editors, and television and radio producers. In 2018 Povaha responded to sexist statements, remarks and comments from policy makers, media, representatives of sports organisations and brands. Since its launch, Povaha has initiated more than 40 responses through various tools and has drawn public attention to the discriminatory and shameful nature of sexist remarks made by public figures, as well as to the need to develop zero tolerance to them. Povaha has also conducted 18 public events, workshops and training sessions with 576 persons participating, who were able to improve their knowledge about gender stereotypes, tools to combat them, benefits of gender equality and basics of gender reporting.

### **Research and monitoring**

The MSP, together with UNFPA Ukraine, conducted the first research "Modern understanding of masculinity: Attitude of men towards gender stereotypes and violence against women".

According to the Institute of Mass Information, the number of references to women in Ukrainian Internet media has almost doubled in the last four years, from 13% in 2014 to 29% in 2018. However, women still receive media coverage three times less than men – on average only in 27% of cases. Journalists engage women as experts even less frequently – only in 19% of cases (that is, in every fifth coverage). To see the results of the work please go to <https://imi.org.ua/monitoring-types/hendernyj-balans/>. The Institute has also developed guidelines for journalists to support gender balance in their coverage (<https://imi.org.ua/advice/10-rekomendatsij-dlya-zhurnalistiv-schodo-hendernoho-balansu/>).

The expert group on anti-discrimination assessment of meaningful content of school textbooks consisting of 52 experts has been working since 2015 at the Ministry of Education and Science of Ukraine (hereinafter, the MES).

### **Target group**

Central executive authorities, journalists and advertisers, women and men who have suffered from gender discrimination, spouses (women and men), security and defence sector, general public.

## **Objective 2.**

### **Prevent and combat violence against women and domestic violence**

#### **Changes in legislation and regulatory and legal framework**

In December 2017, the Verkhovna Rada of Ukraine adopted the Laws of Ukraine "On Preventing and Combating Home Violence" and "On Amendments to the Criminal and Criminal Procedure Codes of Ukraine in order to implement the Convention on preventing and combating violence against women and domestic violence and response to these".

For the practical application of the Laws, the following regulatory and legal acts have been developed and adopted:

- the CMU Resolution "On Approval of the Procedure for interaction of the actors implementing measures on preventing and combating domestic violence and gender-based violence" (No. 658

- of 22 August 2018);
- the CMU Resolution "On Approval of the Typical Regulation on shelter for domestic violence and/or gender-based violence survivors" (No. 655 of 22 August 2018);
- the CMU Resolution "On Approval of the Typical Regulation on the mobile brigade of social and psychological assistance to violence and/or gender-based violence survivors" (No. 654 of 22 August 2018);
- the MIA Order "On Approval of the Procedure for the issue of the immediate restraining order against the perpetrator by the authorised departments of the national police of Ukraine" (No. 654 of 1 August 2018);
- the MES Order "On Approval of the provision on the psychological service in the system of education of Ukraine" (No. 509 of 22 May 2018).

The National Objectives of the Sustainable Development Goals for Ukraine (Goal 5) include "reducing the level of gender-based and domestic violence, ensuring effective prevention of its manifestations and timely assistance to the victims".

Provisions aimed at overcoming gender-based violence are included in the State Social Programme for Ensuring Equal Rights and Opportunities for Women and Men up to 2021, the National Action Plan for the Implementation of the Concluding Observations to the eighth periodic report of Ukraine to the Committee on the Elimination of Discrimination against Women and the revised National Action Plan 1325 "Women, peace and security" up to 2021, the State Target Programme of Recovery and Peace building in the Eastern Regions of Ukraine and the Action Plan for the Implementation of the National Strategy in the sphere of human rights up to 2020.

#### **Changes in the implementation of policies - examples**

The Law of Ukraine "On Prevention and Combating Domestic Violence" expanded the terminology apparatus; the priority of child protection is emphasised; the range of "people violence" among which is considered to be domestic violence is expanded; the list of actors involved in the prevention and counteraction of domestic violence and gender-based violence and their powers have been expanded.

In Ukraine, domestic violence will be criminalised as from 1 January 2019.

The issuance of an immediate restraining order will provide an opportunity to effectively protect victims of domestic violence, in particular, to prevent the continuation of violence or the occurrence of more severe consequences.

Practical psychologists and social pedagogues of educational institutions assumed the functions of the prevention and counteraction of domestic violence.

The CEDAW NAP provides for the establishment of a list of indicators for the registration of cases of domestic gender-based violence by central executive authorities; improved mechanisms for identifying, documenting, responding, investigating cases of domestic violence and gender-based violence against women and girls and bringing those responsible to justice; improving of reporting forms about domestic violence against women; introduction of public control over the process of ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention).

The NAP 1325 provides for comprehensive trainings with social workers, psychologists, lawyers, counsels who provide free secondary legal aid, and health care providers on the provision of services to victims of all forms of conflict-related violence and sexual violence, as well as the development of

a training course and regular trainings for judges on the specifics of consideration of criminal proceedings related to domestic violence and conflict-related violence. This includes awareness-raising activities on personal and collective security of the population in the areas where military actions are or were taking place, as well as counteraction to gender-based conflict related violence and sexual violence.

In order to register cases of domestic violence, an expanded reporting template "On the results of work of Ukrainian National Police bodies as regards prevention and counteraction of domestic violence" was developed.

At the initiative of the Ukrainian MIA, an interagency working group on gender was established to systemically work on the issue of harmonisation and alignment of terminology, particularly legal, on gender-based violence and the improvement of Ukrainian legislation in that direction.

### **Other activities - examples**

#### **Detection and identification of victims of domestic violence - provision of assistance**

The MSP, together with ICF "Ukrainian Foundation for Public Health" and regional state administrations supported by UNFPA, organised 46 mobile brigades in 11 regions of Ukraine. A mobile brigade consists of a social worker and two psychologists. The assistance was provided to more than 44,000 people, 90% of them were women. Seven women shelters for domestic violence survivors were created and have been supported in Kharkiv, Kryvyi Rih, Berdyansk, Sloviansk, Mariupol, in the Lozova district of Kharkiv oblast and the Vinnitsa district of Vinnytsia oblast.

During January-August 2018, the National Police registered 81,300 applications, reports of offences and other events related to domestic violence which led to 1,759 pre-trial investigations initiated and 68,000 administrative protocols filed. 44,800 men and 4,300 women who have committed domestic violence have been placed on a watch list.

The National Police integrated a pilot project to implement innovative forms and methods of responding to the facts of domestic violence. The main objectives of the project are: introduce new forms and modern practices of response to domestic violence, identify and eliminate gaps in co-operation with National Police units and other actors in domestic violence counteraction and prevention, develop algorithms for responding to these facts, develop and introduce training programmes for the police on the latest methods of domestic violence prevention and counteraction, improve technical equipment of the units of the National Police working in this area and provide the police with information materials on domestic violence prevention and counteraction. The project was implemented in Kyiv, Odesa, and Sievierodonetsk (Luhansk region).

#### **Training specialists on domestic violence prevention**

A course on domestic violence counteraction taking into account changes in the legislation of Ukraine was developed as part of the skills development programme for the National Police patrol staff.

The disciplines "Domestic Violence Prevention" and "Domestic Conflict Prevention and Management" have been introduced into the educational process for obtaining a bachelor's degree in all institutions of higher education with specific training conditions that provide training for MIA personnel.

The Odesa State University of Internal Affairs has an optional training course "Enhancing Youth's Awareness on Domestic Violence Prevention" as part of the Centre for Gender Education activities.

During the training of prosecutors of local prosecutor's offices that protect the rights and freedoms of children, the National Academy of the Public Prosecutor's Office of Ukraine organised training on "Forensic support of the prosecutor's activity in conducting investigatory (search) actions in criminal proceedings against minors". In particular, focus was placed on the specifics of the tactics of investigatory (search) actions during the procedural guidance of pre-trial investigation of crimes related to domestic violence.

During the upskilling training for the heads of the juvenile justice units of the regional prosecutor's offices, sessions on "Activities of the prosecutor in criminal proceedings related to domestic violence" were held.

### **Conducting training for specialists**

The MSP has held interagency meetings on the practical application of the Law of Ukraine "On Preventing and Combating Domestic Violence" in five regions of Ukraine.

With the financial support of OSCE OPC in Ukraine and the EUAM trainings "Practices of prevention and counteraction to domestic violence" were organised for participants of mobile police groups. Special training programmes have been developed:

- 2-day training programme for the 102 special line operators on identification of domestic violence. 360 operators and dispatchers from Kyiv, Odesa, Dnipropetrovsk, Luhansk, Zaporizhzhia, Donetsk and Lviv regions have undergone the training under the programme;
- 3-day training programme on countering and preventing domestic violence for response units (patrol police, police officers, juvenile justice inspectors, investigators). Training was conducted for 20 territorial subdivisions of the police in Lviv, Kyiv and Kharkiv regions;
- 3-day training for trainers (TOT) programme for MIA and National Police educational institutions, and practitioners police officers, who will further train the police personnel;
- 5-day training programme on countering and preventing domestic violence for response units (patrol police, police officers, juvenile justice inspectors, investigators). 125 police officers from six territorial police departments of Kyiv, Odesa, Sievierodonetsk, Mariupol and Dnipro have undergone training.

Based on the results of the TOT training "Combating violence against women and children in Ukraine" organised with the Council of Europe project, eight representatives of the National Academy of Public Prosecutor's Office of Ukraine received training certificates of HELP courses on "Child Friendly Justice" and "Domestic Violence and Violence against Women Counteraction".

### **Target group**

Central executive authorities; actors involved in prevention and combating domestic violence and gender-based violence; persons who have experienced gender-based and domestic violence; persons who have committed violence (aggressors); public.

## **Objective 3.**

### **Ensure the equal access of women to justice**

#### **Changes in legislation and regulatory and legal framework**

Efforts to improve women's access to justice were included into the strategic plans for promoting gender equality, in particular into the State Social Programme for Equal Rights and Opportunities for Women and Men up to 2021, the National Action Plan for the Implementation of the Concluding Observations to the eighth periodic report of Ukraine to the Committee on the Elimination of Discrimination against Women and the updated National Action Plan 1325 Women, Peace and Security" up to 2021, the State Target Programme of Recovery and Peace building in the Eastern Regions of Ukraine and the Action Plan for the Implementation of the National Strategy in the



sphere of human rights up to 2020.

The CEDAW NAP stipulates adoption of all possible measures to facilitate the access of vulnerable groups of women to justice, in particular by providing free legal aid.

The NAP 1325 includes measures for conducting an analysis of access to justice for women on the contact line and non-government controlled areas of Ukraine (provision of free legal aid, administrative and social services).

#### **Changes in the implementation of policies**

There have been amendments to the Law of Ukraine "On Free Legal Aid" No. 3460 of 2 June 2011, according to which the right to free secondary legal aid is provided to persons who have experienced domestic violence or gender-based violence (protection: legal representation of persons who have the right to free secondary legal aid in courts, other state bodies, local government bodies, before other persons; preparation of procedural documents).

#### **Other activities - examples**

In April 2018, at the request of the Vice Prime Minister for European and Euro-Atlantic Integration of Ukraine I. Klimpush-Tsintsadze, the assessment of the government model for implementation of judicial and other related reforms on gender mainstreaming was conducted with the support of UN Women. Key findings and recommendations for gender integration have been presented and communicated to major actors of the justice system.

The National Initiative "I Have a Right!" aimed at providing Ukrainian citizens with legal knowledge and strengthening their capacity to protect their rights is being implemented by the Ministry of Justice of Ukraine in co-operation with the system of free legal aid, legal clinics, international donors and other partners. One of the elements of this initiative relates to situations of domestic violence.

The National School of Judges of Ukraine (hereinafter, NSJU) has developed a training course for judges on the specifics of criminal proceedings in domestic violence cases. The NSJU also participates in a regional project "Strengthening access to justice for women who are victims of violence in the Eastern Partnership countries", an initiative of the Council of Europe implemented through bilateral co-operation with national authorities and regional exchanges, as well as in the development and dissemination of a new online course on women's access to justice through the HELP programme aimed at judges, prosecutors, lawyers and civil society advocates.

#### **Target group**

Women in need of legal aid; subjects of justice; persons who have experienced gender-based and domestic violence; general public.

### **Objective 4.**

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

##### **Changes in legislation and regulatory and legal framework**

The issue of the political representation of women remains relevant for Ukraine. One of the main achievements of the implementation of the State Social Programme for Ensuring Equal Rights and Opportunities For Women and Men up to 2021, in accordance with the National Objective of the Goal 5 of Sustainable Development for Ukraine, is "to increase the proportion of women among members of the Ukrainian Parliament, councillors of regional and local councils (for cities of oblast significance)". A separate task is the reduction of gender imbalance in civil service and human resources management through conducting training on equality of rights and opportunities for women and men and the use of temporary actions, as well as increasing the proportion of women



among members of Ukrainian Parliament, councillors of regional and local councils (for cities of oblast significance) through conducting training on parity democracy on a regular basis and mainstreaming women's participation in politics.

As part of the task of increasing women's participation in peace-building the NAP 1325 provides for increasing the number of women in leading positions in the security and defence sector and security structures, including through the introduction of positive actions using international experience as one of the ways.

#### **Legislative initiatives**

The Draft Law of Ukraine "On Amendments to Certain Legislative Acts of Ukraine" No. 1456 of 12 December 2014 (on ensuring equal rights and opportunities for women and men in the electoral process) determines the order, which will ensure a general gender ratio at the level of at least 30% and not more than 70% of the same gender in the respective electoral lists. At the same time it is proposed to introduce a share of representatives of one sex at a level not exceeding 60% in the first five. Control over compliance with these requirements falls on the election commissions.

The Draft Election Code of Ukraine No. 3112-1 of 2 October 2015 provides that when forming national and regional electoral lists of candidates for a deputy, the party must ensure the presence in each of the five (places from the first to the fifth, from the sixth to the tenth, etc.) of each electoral list of both men and women (not less than two candidates of each sex).

#### **Changes in the implementation of policies**

Paragraph 1 of Article 4 of the Law of Ukraine "On Civil Service" dated 10 December 2015 No. 889 states that one of the principles of the civil service is to ensure equal access to the civil service, that is, the prohibition of all forms and manifestations of discrimination, the absence of unreasonable restrictions or unjustified advantages to certain categories of citizens when entering the civil service and delivering it.

One of the National Objectives of the Sustainable Development Goals for Ukraine (Goal 5) is "to ensure equal representation opportunities at the highest levels of decision-making in political and public life" and the indicator of the implementation of the measure will be an increase of the proportion of women among the positions of the senior civil service (category A positions). In order to accomplish this task the National Civil Service Agency of Ukraine keeps records of the proportion of women among the positions of the senior civil service (category A positions). During 2017, 101 people were appointed to these positions, among them 23 women, which constitutes 27.8%.

In April 2018, at the request of the Vice Prime Minister for European and Euro-Atlantic Integration of Ukraine, I.O. Klimpush-Tsintsadze, a gender analysis of the model of management "Reform of Public Administration" was conducted with the support of UN Women. The resulting recommendations will be used in updating the strategy of public administration reform in order to integrate the gender into it.

#### **Other activities - examples**

##### **Strengthening the capacity of women to actively participate in decision-making**

With the support of international organisations the practice of conducting training for women leaders, including Leadership Schools for women candidates for local council members, continues. During 2016-2018, the project "Building a Women's Political Lobby in Ukraine" was implemented by the All-Ukrainian Public Organisation "Women's Consortium of Ukraine" with the support of the United Nations Democracy Foundation.

In the Mykolaiv Regional Council an event on the topic "Strengthening the newly elected women councillors of the city, district and regional level in the Mykolaiv, Khmelnytskyi and Chernihiv regions through an educational campaign and experience exchange" was held. The event was attended by 180 women from among newly elected deputies. As a result of the skills acquired, eight women deputies won elections to territorial communities.

One of the objectives of the project "Support to the transparency, inclusiveness and integrity of the electoral practice in Ukraine" which is being implemented by the Council of Europe is to increase the participation of women in political processes and to strengthen the capacity of women candidates and women who hold elective positions.

The project "Ukraine – Responsible and Accountable Politics" of the International Republican Institute funded by the United States Agency for International Development helped eight political parties to conduct internal measures to integrate gender approaches, training for party activists and trainers on gender issues, empowerment for women, and development of gender sensitive policies.

The National Democratic Institute (NDI) continues to assist the eight political parties in developing training programmes and party activities for women activists. In 2018, the Institute trained 1,304 party activists (1,051 women and 253 men).

In accordance with the programme "Promoting Women's Political Participation in Ukraine" funded by the United Kingdom Foundation for Good Governance the NDI trained 722 potential women candidates. They include female advisers, party activists from across the political spectrum representing 25 political parties, as well as political contenders without party affiliation.

#### **Awareness-raising and education activities**

Awareness-raising campaigns are held for the population to overcome stereotypes about the role of women and men in politics and to encourage women to participate in politics. For example, in order to promote equal access for women and men to politics at all levels the National Democratic Institute organised media marathons under the slogan "Equality in politics". Local advisers, political leaders, members of parliament, government officials, public activists and journalists from 13 regions took part in the events. Media marathons were broadcast on the air and covered by the Ukrainian mass media. The Institute regularly holds media marathons throughout Ukraine to promote women's political participation and discuss strategies aimed at enhancing women's engagement in political life in Ukraine.

Website "Women are 50% of Ukraine's success" (<http://50vidsotkiv.org.ua/>) supported by the NDI focuses on women's involvement in politics through development and dissemination of information for women interested in election for political positions. In 2018, numerous interviews with women politicians of all levels – from well-known top-level policy makers to local advisers and activists – were published on the website.

#### **Advocacy activity**

The interactional group of Ukrainian MPs "Equal Opportunities" is actively working in the Verkhovna Rada of Ukraine to improve the situation with women in the society, to intensify public dialogue on promoting gender equality in all spheres of social and political life. Similar associations have also been created in more than 30 local councils.

In order to promote women's rights and gender equality in society and to draw attention to the problems of women's participation in politics, IFU "Equal Opportunities" initiated and conducted in

co-operation with governmental and international organisations (the Council of Europe, UN Women, the National Democratic Institute, etc.) the First All-Ukrainian Women's congress (November 2017) and regional women's congresses in Odessa (May 2018) and Lviv (September 2018).

In September 2018, the Public Gender Council together with the IFU "Equal Opportunities" and with the support of the Institute initiated a rally in support of gender quotas in electoral law having gathered women from different parts of Ukraine representing various political parties and organisations of civil society.

In March 2018, the Ukrainian Association of Female Representatives of Law Enforcement Bodies was created. The purpose of the association's activity is to ensure equal rights and opportunities for women and men in law enforcement bodies of Ukraine.

#### **Target group**

Women who head political parties or are their members; managers and members of public organisations; public servants.

#### **Objective 5.**

##### **Protect the rights of migrant, refugee and asylum-seeking women and girls**

#### **Changes in legislation and regulatory and legal framework**

The government adopted the State Targeted Programme for Recovery and Peace building in the Eastern Regions of Ukraine (the CMU Resolution No. 1071 of 13 December 2017) and the Strategy for the Integration of Internally Displaced Persons and the Implementation of Long-Term Solutions on Internal Movement for the period up to 2020 (the CMU Resolution No. 909-p of 15 November 2017 p.).

The CEDAW NAP activities provide for the possibility of ratifying the International Convention on the protection of the rights of all migrant workers and members of their families.

#### **Changes in the implementation of policies**

##### **Monitoring**

As of 1 October 2018 1,814 refugees and 751 persons in need of additional protection were registered at the territorial bodies of the State Migration Service of Ukraine (hereinafter – SMS), including 763 women and 1,802 men.

A statistical account is kept regarding to detected illegal migrants, taking into account the gender of such foreigners. As of 1 October 2018, 8,589 illegal migrants were identified, including 2,474 women and 6,115 men.

In Ukraine as of 1 October 2018 there are more than 1,519 thousand internally displaced persons (hereinafter – IDP) on official registration.

#### **Other activities - examples**

At present in Ukraine there are three temporary placement places for refugees (hereinafter, TPPR) operating in Odesa, Zakarpattia oblast and Yagotin (Kyiv oblast) and belonging to the sphere of management of the SMS.

During 2018, 236 foreigners and stateless persons who applied for recognition as a refugee or a person in need of additional protection and/or received such protection, including 88 men, 59 women, 89 children, resided in all of the TPPRs. Persons residing in the TPPR are provided with food, social services, medical, psychological, legal assistance, employment counselling, etc.

At the request of the Commissioner for Human Rights of the Verkhovna Rada of Ukraine with the support of the UNDP and Council of Europe project a nationwide survey "The State of Compliance and Provision of IDPs' Rights. The gender section" was conducted. The survey shows that much more 'responsibility' and additional burden of the upbringing of children falls on female IDPs. Women are in a more vulnerable economic position; they are significantly more in need of money than male IDPs and are more compelled to save.

**Target group**

Refugees; female and male asylum-seekers; women and children from among the IDPs; central and local executive authorities; public.

**Objective 6.**

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

**Changes in legislation and regulatory and legal framework**

**Strengthening the national gender mechanism**

The following issues are addressed to the sphere of responsibility of the Vice Prime Minister for European and Euro-Atlantic Integration of Ukraine I.O. Klimpush-Tsintsadze: gender equality, co-ordination of the interaction of central executive bodies on gender equality, organisation of work related to the formation and representation of the position of the Ukrainian side in relations between Ukraine and the North Atlantic Treaty Organization (hereinafter – NATO), including on gender equality issues (the CMU Resolution No. 117 of 1 March 2017).

In 2017 the post of the Government Commissioner for Gender Policy was adopted (the CMU Resolution No. 390 of 7 June 2017). In accordance with the CMU Resolution No. 90 of 2 February 2018 K. Levchenko was appointed to the post of the Government Commissioner.

**Regulatory and legal framework**

In order to establish a cross-cutting policy of ensuring equal rights and opportunities for women and men the Government of Ukraine approved:

- the State Social Programme on Ensuring Equal Rights and Opportunities for Women and Men up to 2021 (the CMU Resolution No. 273 of 11 April 2018);
- the National Action Plan for the Implementation of the Recommendations set out in the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women to the eighth periodic report of Ukraine on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women up to 2021 (the CMU Order No. 634 of 5 September 2018);
- the updated National Action Plan for the Implementation of UN Resolution 1325 "Women, Peace and Security" for the period up to 2020 (the CMU Order No. 637 of 5 September 2018).

The National Tasks of the Goals for Sustainable Development for Ukraine (Goal 5) includes the task of "creating conditions for the elimination of all forms of discrimination against women and girls" (the indicator is a number of normative legal acts reviewed or adopted to ensure equal rights and opportunities for women and men and non-discrimination against women and girls).

In September 2018 the Law of Ukraine "On Amendments to Certain Laws of Ukraine on Equal Rights and Opportunities for Women and Men during the Military Service in the Armed Forces of Ukraine and Other Military Forces" was adopted. According to the law, persons of both sexes have equal opportunities to conclude a contract for military service and women can enter into a contract for military service until the age limit of military service is reached. The principle under which women do

military service on an equal basis with men is enshrined that includes equal access to positions and military ranks and equal amount of responsibility while performing military service duties.

In December 2017, the Order of the MHC "On approval of the List of heavy work and work in harmful and hazardous working conditions which prohibits the employment of women" No. 256 of 29 December 1993 (the Order of the Ministry of Healthcare of Ukraine No. 1254 of 13 October 2017). Changes are not related to the chapter on mining which will expire from the date when Ukraine completes the procedure for denunciation of the ILO Convention No. 45 on the use of women's labour in underground work in mines of any kind.

The CMU Resolution No. 342 of 10 May 2018 approved the Action Plan for the implementation of the concept for reforming the system of vocational training of civil servants, heads of local state administrations, their first deputies and deputies, local government officials and deputies of local councils and stipulated development of programs of special short-term training courses, seminars, trainings, modules for professional training programmes for civil servants, heads of local state administrations, their first deputies and deputies, local government officials and local council deputies, in particular on gender issues.

The Annual National Programme under the auspices of the NATO-Ukraine Commission for 2018 approved by the Decree of the President of Ukraine No. 89/2018 has a separate section entitled "Gender Equality".

The gender component is included into the State Target Recovery and Peace building in the Eastern Regions of Ukraine (the CMU Resolution No. 1071 of 13 December 2017).

The principles of non-discrimination and countering gender-based violence are the basis of the Strategy for the Integration of Internally Displaced Persons and the Implementation of Long-Term Decisions on Internal Movement up to 2020 approved by the CMU Decree No. 909 of 15 November 2017.

#### **Changes in the implementation of policies - examples**

For the first time the gender component has been included in the 2018 Government's Priority Action Plan, namely:

- organising the issue of obligatory conducting of gender expertise by the developers during their preparation of draft laws of Ukraine, acts of the President of Ukraine and the Cabinet of Ministers of Ukraine, as well as by ministries and other executive bodies when preparing their own normative legal acts;
- gender equality in the components of the security and defence sector: systematic gender education, the introduction of institutes of gender advisors, including on a community basis;
- amendments to the National Action Plan for the Implementation of UN Security Council Resolution 1325 "Women, Peace and Security" up to 2020;
- approval of the National Action Plan for the Implementation of the Concluding Observations to the eighth periodic report of Ukraine on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women;
- carrying out a comprehensive state policy in the field of prevention and counteraction of domestic violence. Approval of the State Programme for the Prevention and Combating Domestic Violence.

#### **Strengthening co-ordination in the implementation of state gender policy**

During 2017-2018 meetings were held under the chairmanship of the Vice Prime Minister for European and Euro-Atlantic Integration of Ukraine I. O. Klimpush-Tsintsadze with the authorised co-

ordinators on gender policy of central and local executive authorities on gender policy priorities.

Also the Vice Prime Minister held a series of regional seminar meetings seminar for all regions of Ukraine with the participation of male and female representatives of specialised ministries and central executive authorities, regional state administrations, local authorities, international and public organisations. The main objective is to strengthen state policy and co-ordinate work in the field of gender equality through localization at the regional level. The meeting was held with the support of international projects and organizations (UN Women, the GRB Project, the NDI).

#### **Integration of gender equality issues into the reform process**

The Ministry for Regional Development, Building and Housing of Ukraine (hereinafter, the MRD) has developed a gender equality strategy identifying among the main goals and objectives reducing gender discrimination and introducing the principle of gender equality in its work towards decentralisation and the plan of specific measures for implementation of this strategy for 2019-2021 with the help of UN Women.

The Code of Equal Opportunities is approved. The purpose of the Code is to create a comfortable, high-quality and safe living space for human development, namely the creation of equal opportunities in employment, career advancement, qualification improvement, prevention of discrimination, etc.

A list of training sessions on the study of gender equality issues and the familiarisation of specific tools for gender analysis for the MRD was prepared. A questionnaire for checking gender equality knowledge for workers of the MRD was developed and an appropriate survey of employees aimed at assessing the employees' ability to form and implement gender policy was conducted.

At the beginning of 2018, the Ministry of Internal Affairs of Ukraine (hereinafter – the MIA) approved the Strategy, including a gender equality subdivision, and also elaborated the Action Plan of the MIA on the Implementation of the NAP 1325.

In May 2018 the MIA conducted a gender analysis of the Development Strategy of the Ministry of Internal Affairs of Ukraine up to 2020 to determine the starting points in order to ensure the implementation of its provisions. According to the results of the analysis, the MIA included gender approaches to the part "Personnel Potential" of the Plan of the Implementation of the Strategy (paragraph 9 "Implementation of the Integrated Gender Approach to the Personnel Capacity Development Policy") and to the part "Human Rights" (paragraph 9 "Improvement of Organisational Mechanisms for Ensuring the Implementation of Gender Policy in the Activities of the Institutions of the MIA").

In March-April 2008 the MIA conducted an analysis of various models of institutionalisation of gender policy in the Ministries of Internal Affairs (or similar bodies) and police authorities of NATO member states and partner countries. On the basis of the results of the analysis an independent structural unit, Gender Equality Sector, was created in the MIA apparatus by the Ministry of Internal Affairs Order "On Amendments to the Structure of the Office of the Ministry of Internal Affairs of Ukraine" of 03.04.2018. The main objective of the department is to ensure the implementation of the state policy on the promotion of gender equality, prevention and elimination of discrimination, prevention and counteraction of domestic violence and gender-based violence in the Ministry of Internal Affairs.

The Ministry of Defence of Ukraine, the National Guard, the State Border Guard Service and the National Police have their own plans to implement the UN Security Council Resolution 1325



"Women, Peace and Security". The reform of the national security and defence sector is one of the priority directions of the Ukraine-2020 Sustainable Development Strategy.

In September 2018, the Ministry of Foreign Affairs of Ukraine became the first state institution of Ukraine to join the global movement of solidarity for gender equality "HeForShe" and undertook to conduct a gender audit in the Ministry in 2019.

#### **Other activities - examples**

##### **Gender responsible budgeting**

Ukraine continues to introduce gender budgeting. Within the framework of the project "Gender responsible budgeting (GRB) in Ukraine" with the support of the Government of Sweden during June-July 2018 training on GRB was conducted for representatives of 14 ministries.

##### **Assessment of gender impact**

The assessment of the gender impact on the security and defence sector of Ukraine is a part of the support provided by UN Women to the Government of Ukraine to implement the UN Security Council Resolution 1325 and the Agenda "Women Peace Security". The assessment was completed in 2017 and was presented in 2018 in close partnership with the Office of the Vice Prime Minister for European and Euro-Atlantic Integration. Five security and defence institutions were involved in the assessment, including the Ministry of Defence of Ukraine and the General Staff, the Ministry of Internal Affairs of Ukraine, the National Police, the State Border Guard Service and the National Guard (the National Police, the State Border Guard and the National Guard subordinated to the MIA).

The Ukrainian Government supported by international organisations implements gender analysis of existing training courses and programmes for police officers, border guard service, vocational education and training for active military personnel to improve curricula and to include information that could build the capacity of relevant gender experts.

##### **Training and skills development**

Within the framework of the NATO-Ukraine Partnership for the Professional Development of Civilian Personnel of the 100 Champions Security and Defence Sector a module of the Euro-Atlantic Integration Information and Awareness Course on Leadership and Gender was held, as well as the VII module of the Project "Gender Equality in the Centre for Reforms" focused on gaining knowledge of participants in gender equality, mechanism of ensuring equal rights and opportunities for women and men in all spheres of society and implementation of European equality standards.

The National Academy of Public Administration under the President of Ukraine teaches the specialised discipline "Gender Policy" and the topic "Gender Policy" is included into the programme of skills development courses.

For the first time the master's programme "Gender Studies" has been opened at the Sociology Department of the Taras Shevchenko Kyiv National University.

In order to ensure the gender sensibility and awareness of the staff of higher educational institutions in autumn 2017 a working group of representatives of the MIA and the system of institutions of higher education of the MIA on the implementation of the gender approach in the curricula of the educational institutions of the security and defence sector was established and is functioning and analysis of training programmes for skills development and professional training in the security and defence sector is held.



With the support of the OSCE OPC "Women, Peace and Security" manuals on gender conflict issues that provide general insights into existing international and national legislation, gender issues in Ukraine and are manuals for helping victims of gender violence, including conflict-related violence, were developed for social workers and police. On the basis of these manuals two-day training sessions for social workers, public servants, police officers, university lecturers of the MIA and higher educational institutions were held in Kyiv, Kharkiv, Vinnytsya and Chernihiv in 2017-2018.

**Target group**

Executive authorities; policy makers; public; public organisations.

BASIC CHALLENGES	PLANNED STEPS
Strengthening anti-gender movements as a part of a hybrid war. Gender stereotypes in the society.	Adoption and implementation of the National Communication Strategy of Ukraine in the field of gender equality.
Strengthening the institutional mechanism for implementing gender equality policies.	Legal and regulatory framework for the work of gender advisors (Provision on the gender advisor).
Gender policy in conditions of decentralisation. Localisation of gender equality policy at the level of departments, regional state administrations and communities.	Adoption of a gender equality strategy in conditions of decentralisation. Adoption of departmental, regional and local plans and programmes.
Harmonising approaches to gender equality, in particular in the area of security and defence.	Adoption of the Conceptual Framework/Strategy for gender equality in the security and defence sector. Implementation of the gender component in the curricula of higher education institutions in the security and defence sector.
Work with internally displaced persons (IDP).	Adoption of the Action Plan for Implementation of the Strategy for the Integration of Internally Displaced Persons up to 2020 taking into account the gender component.
Psychosocial rehabilitation of the ATO/JFO participants taking into account gender sensitive approach.	Creation of the Ministry of Veterans' Affairs.
Taking into account the needs of women and men in government policy documents.	Introduction of gender responsible budgeting.
Gender statistics.	Revision of statistical and administrative forms of reporting, making changes and introducing new forms.
Ensuring justice with a gender-sensitive approach.	Taking into account the recommendations of the analysis of the government model of judicial reform.
Low level of awareness of the gender equality of public servants, in particular of representatives of the management.	Including requirements for persons applying for civil service positions: to have the professional competence, to assess a gender impact during definition, implementation and monitoring of public policy.

<b>UNITED KINGDOM</b>
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<b>Objective 1.</b>
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<b>Prevent and combat gender stereotypes and sexism</b>
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<b>Legislative Changes</b>
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We are empowering women in work to achieve gender equality, through initiatives such as the new gender pay gap reporting regulations, introduced in 2017. This legislation requires large employers across all sectors to publish the differences between what they pay their male and female staff in average salaries and bonuses. The deadlines for the first year of reporting have now passed, with more than 10,000 organisations publishing data on the government [website](#).

<b>Policy Changes</b>
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- We are working to change social expectations around child care responsibilities, by enabling working parents to share parental leave and pay. In February 2018, we launched a £1.5 million campaign to promote shared parental leave, which encourages parents to 'Share The Joy'.
- In 2017, the government committed £5 million to support returners - people who have taken time out of employment to care for children or other family members and want to return to paid work. In March 2018, we launched a £1.5 million fund to create new opportunities for returners in the private sector. We also launched best practice guidance and a toolkit to help and encourage employers to run effective returner programmes.
- The government is challenging the concept of boys' and girls' subjects, by funding programmes in schools and colleges to encourage more girls to consider careers in STEM.
- The government has been examining the issue of dress codes in the workplace. Dress code guidance was published in May 2018, to help employers understand how to avoid unlawful sex discrimination when drawing up their dress code policies.

<b>Other Activities</b>
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- The government has delivered a wide-ranging work programme on body image in recent years. This has included close work with the advertising industry to develop young people's ability to evaluate the images and messages that they encounter in the media.
- The government response to the Youth Select Committee report on Body Confidence was published in March 2018. The response highlights the extensive work to tackle body dissatisfaction.
- The government continues to fund the Revenge Porn Helpline, awarding a further £80,000 for the 2018/19 financial year, to ensure victims of revenge porn continue to receive the support they need. The majority of revenge porn involves a female victim, indicating a gendered aspect to this abuse.
- We will be updating the sex and relationships education guidance to include 21st-century issues such as pornography, sexting and online safety.

<b>Target Group</b>
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- Gender pay gap regulations – women in the workforce
- 'Share The Joy' – new parents
- Programme on body image; programmes in schools/colleges – young people

<b>Objective 2.</b>
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<b>Prevent and combat violence against women and domestic violence</b>
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<b>Legislative Changes</b>
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- This government will publish a draft Domestic Abuse Bill this session, which will protect and

support victims, recognise the life-long impact domestic abuse can have on children and make sure agencies effectively respond to domestic abuse.

- The draft Bill will also include the final legislative measures necessary in England and Wales for ratification of the Istanbul Convention by extending extraterritorial jurisdiction over certain violent and sexual offences.
- The final terms of the total legislative package for domestic abuse are to be determined following the end of the consultation 'Transforming the Response to Domestic Abuse' which concluded on 31 May 2018. We are currently analysing over 3,200 responses received from survivors of domestic abuse, front-line professionals, experts from the sector and academics
- In 2015, we introduced a new offence of controlling or coercive behaviour in an intimate or family relationship. There have been 294 successful convictions and the number of cases has increased from 155 in the year leading up to December 2016 to 468 in the year leading up to December 2017 (a threefold increase).
- In 2014, we introduced the Domestic Violence Disclosure Scheme (Clare's Law) that enables the public to ask for, and police to disclose, information about previous violent offending by a current or former partner where this may help protect them from further violent offending. We also introduced Domestic Violence Protection Orders that can prevent the perpetrator from returning to shared residence and from having contact with the victim for up to 28 days.

#### Policy Changes

- From 2016-2020, we have committed funding of £100 million to Violence Against Women and Girls services. This includes the £80 million committed in the Ending Violence Against Women and Girls Strategy published in March 2016, and a further £20 million announced in the Spring Budget 2017 to support organisations tackling domestic violence and abuse.
- The Violence Against Women and Girls Strategy sets out our approach to tackling these crimes, through prevention, provision of services, partnership working and pursuing perpetrators. We have committed to publishing a refreshed Strategy in Autumn 2018.

#### Other Activities

- The Home Secretary chairs a national oversight group to drive a culture change in the police response to domestic abuse. Every police force has published domestic abuse action plans, and new guidance and training has been introduced by the College of Policing. Police are also collecting data against a national standard on all domestic abuse recorded crimes

#### Target Group

Victims of violence against women and girls, including domestic abuse, sexual violence, so-called 'honour-based' violence, and stalking.

#### Objective 3.

##### Ensure the equal access of women to justice

#### Legislative Changes

- The scope of civil legal aid is set out in the Legal Aid, Sentencing and Punishment of Offenders Act 2012 (LASPO). For an individual to qualify for civil legal aid they must satisfy statutory tests of their means and merits. The specific tests applicable depend on the nature of the application. The means test focuses limited resource on the most financially vulnerable and ensures that those who are most able to afford to pay for or contribute towards their legal costs do so.
- Female Genital Mutilation (FGM) Protection Orders are within the scope of the civil legal aid scheme. A FGM Protection Order can be applied for by someone who believes they are at risk of FGM, by someone who has already had FGM committed on them or by someone who knows someone to be at risk of FGM. There is a less stringent merits test for proceedings in relation to a FGM Protection Order.

- Legal aid is also available for victims or those at risk of domestic abuse to apply for protective injunctions, such as non-molestation orders, occupation orders and forced marriage protection orders. Prescribed forms of evidence of domestic abuse are not initially required for legal aid applications in these types of case and financial eligibility limits are usually waived by the Legal Aid Agency.
- Legal aid remains available for some private family proceedings where there is evidence of domestic abuse. To qualify for legal aid in a private family matter, applicants must provide evidence that they are a victim of, or at risk of being a victim of, domestic abuse or child abuse as well as meet the means and merits criteria. In January 2018, we made amendments to the Civil Legal Aid (Procedure) Regulations, which aimed to make it easier for victims, or those at risk, of domestic violence to obtain and provide the evidence required to access legal aid, and reduce the risk of genuine victims not being able to obtain the required evidence.
- We have specifically protected legal aid (both for initial advice and representation), subject to the statutory means and merits tests, for civil legal services provided in relation to contravention of the Equality Act 2010. Publicly funded advice continues to be available for Employment Tribunal discrimination claims, and publicly funded advice and representation is available in the Employment Appeal Tribunal. Legal representation for claims under the Equality Act 2010 is also available in the County Court and High Court.

#### **Other Activities**

The government is undertaking a Post-Implementation review of the legal aid changes made under LASPO and subsequently. The review will make an evidence-based assessment of the impact of the changes and the extent to which the implementation objectives of LASPO have been met. Throughout the engagement phase of the review, the review team has met with over 60 organisations, to gather evidence on the impact of the changes and to inform our wider consideration of the future of legal support in the justice system. The report will publish its findings by the end of the year.

#### **Objective 4.**

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

#### **Policy Changes**

- This year, the government has allocated a £5 million fund to celebrate the centenary of women's suffrage. The fund is supporting projects in England that will increase young people's understanding of, and engagement with, democracy; and encourage women to participate in public life. Projects are being delivered by a range of organisations, including national charities, women's organisations and grassroots community groups. 174 projects have been awarded money so far. The Devolved Administrations are also leading celebrations, with funds for projects in the rest of the UK.
- We have commissioned an evidence review to understand the potential barriers to participation and ways to increase women's representation. The aim is to provide political parties with a range of solutions to draw on.
- We have published a [Public Appointments Diversity Action Plan](#), which sets out the wide-ranging initiatives we are pursuing to help achieve our goal of balanced representation of women on the boards of public bodies. Our ambition is that by 2022 50% of all public appointees should be female.

#### **Other Activities**

- In April 2018, the United Kingdom Prime Minister and the Mayor of London unveiled a statue of suffragist Millicent Fawcett, the first ever statue of a woman erected in Parliament Square. It was fully funded by the Centenary Fund.
- We are supporting the [Hampton-Alexander Review](#) to achieve 33% women on boards, and

33% women in Executive Committees and positions reporting directly to the Executive Committee in the FTSE 350 by 2020.

**Target Group**

Women in public and political life

**Objective 5.**

**Protect the rights of migrant, refugee and asylum-seeking women and girls**

**Policy Changes**

- Asylum policy guidance, which sets out how caseworkers need to approach gender issues raised in asylum claims has been reviewed and an updated version published on gov.uk [here](#).
- The policy has not changed, but the revised guidance is designed to further improve the gender sensitivity of the asylum system. The guidance includes more information about safeguarding, signposting to organisations that can provide support to victims of gender-based violence. The guidance also now includes specific sections on 'honour-based' claims, forced marriage and female genital mutilation (FGM).

**Other Activities**

We are committed to delivering an asylum process that is gender sensitive and have implemented an asylum gender action plan to achieve this – building on the wider government strategy to tackle violence against women and girls. We work closely with partners on a range of initiatives and reference is made in the asylum guidance to the improvements to asylum interview procedures. This includes provision of child care and of interviewers/interpreters of the requested gender to help claimants to disclose information relevant to their claim.

**Target Group**

Migrant, refugee and asylum-seeking women and girls.

**Objective 6.**

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

**Legislative Changes**

- In 2017, we introduced ground-breaking regulations, requiring large employers across all sectors to publish the differences between what they pay their male and female staff in average salaries and bonuses. The deadlines for the first year of reporting have now passed, with more than 10,000 organisations publishing data on the government [website](#).
- The United Kingdom Government remains committed to the Equality Act 2010 as one of the strongest anti-discrimination frameworks in the world. The Government published a post-legislative memorandum on the Equality Act 2010 in July 2015, which concluded that the legislation was fulfilling its intended aims.
- The government introduced the Public Sector Equality Duty in 2011, which replaced the previous single duties for gender, race and disability - and extended protection to the other protected characteristics for the first time. This places a proactive equality duty on public bodies, and those exercising public functions, to consider the potential effects of key decisions on groups with protected characteristics.
- The Equality and Human Rights Commission (EHRC) uses a range of levers to ensure public bodies comply with the requirements of the duty, from provision of guidance through to strategic enforcement activity.
- To aid transparency and Parliamentary scrutiny, the government has amended the European Union (Withdrawal) Bill to require Brexit-related secondary legislation under key Bill powers to be accompanied by statements explaining any impact on equalities.

**Policy Changes**

- In addition to the range of guidance available from the EHRC, the Government Equalities Office plays a role in providing advice to Government departments.
- All ministerial departments now include a dedicated section on equality objectives in their Single Departmental Plans to promote greater transparency and annual monitoring on progress.

**Other Activities**

Gender pay gap reporting is just the first step - it is important that employers take action to close their gaps. We will be supporting them in their efforts by drawing together evidence-based, practical actions that employers can take to make a real difference. The Equality and Human Rights Commission is responsible for enforcement action against organisations that failed to comply with the regulations.