



# **GENDER EQUALITY COMMISSION (GEC)**



## **Implementation of the Council of Europe Gender Equality Strategy 2018-2023**

**Annual Report 2021**





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## Highlights

1. 2021 was the fourth year of implementation of the Council of Europe Gender Equality Strategy for 2018-2023 (the Strategy), which was adopted by the Committee of Ministers in March 2018. The Strategy signals the Council of Europe's continued commitment to this issue, and the important role the Organisation plays in advancing equality between women and men and women's rights. The Strategy included a new objective related to the protection of the rights of migrant, refugee and asylum-seeking women and girls. The drafting and approval of a recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls was one of the highlights of 2021. This process, which started in 2020 through GEC-MIG, a drafting committee subordinate to the Gender Equality Commission, continued in 2021, and culminated in its approval by the GEC. A complete text is to be transmitted to the Committee of Ministers for adoption early 2022.
2. The year 2021 was again marked significantly by the global COVID-19 pandemic and its consequences, affecting much of the work planned and the resources available to advance gender equality in the Council of Europe member States. The COVID-19 health crisis had a regressive effect on gender equality, with the pandemic threatening to roll back women's and girls' fundamental human rights and shedding light on the difficulties that many women face in relation to economic independence and in seeking support and protection from domestic violence, rape and other forms of violence against women, including in their online and digital dimensions.
3. Gender equality remained an area of interest during the German Presidency of the Committee of Ministers, which hosted an online conference in May on "Gender Equality and the Istanbul Convention: A Decade of Action", focusing on both the Istanbul Convention and the Recommendation on preventing and combating sexism. The Italian Presidency, which began in November, placed gender equality very high on its agenda. The first Presidency event launched the Council of Europe's contribution to the 16 days of activism on 25 November, with a panel discussion hosted by the GEC, between the Secretary General, the Italian Minister for Equal Opportunities and Family and the President of the Group of Experts on Action against Violence against Women and Domestic Violence.
4. The Council of Europe also held an international conference in October 2021 to promote full ratification and implementation of the Istanbul Convention, focusing on measures that ensure women's access to justice. The conference aimed notably at generating knowledge about concrete steps and strategies to ensure access to justice for victims of violence against women and domestic violence.
5. Following from a project with women's organisations in 2020, the Council of Europe issued a new grant to the Bulgarian co-ordination for the European Women's Lobby to promote the Committee of Ministers Recommendation on preventing and combating sexism through activities at national level in seven European countries in the fields of education, public sector, justice, media, sports, and the private sphere.
6. Gender mainstreaming continued to be a transformative force within the Council of Europe, even during the pandemic and notwithstanding the related limitations that new working methods imposed. Specific supporting work was undertaken in this area, such as training. Numerous sectors of the Organisation led gender equality-related activities by organising events or adopting specific tools, for example in the audio-visual, health or counter-terrorism fields. A conference organised jointly with the Ministry of Foreign Affairs of the Republic of Cyprus in October 2021 looked at the integration of a gender equality perspective in all aspects of foreign policy.
7. Targeted bilateral and regional co-operation projects were pursued with member States (Armenia, Azerbaijan, Georgia, Latvia, Republic of Moldova, Russian Federation, Turkey and Ukraine), as well as in Kosovo\* and the Southern Mediterranean region.
8. A grant was provided to three NGOs in the Czech Republic, Latvia and Poland to raise awareness about the Istanbul Convention on the basis of a campaigning methodology developed by the Council of Europe, UN Women and WAVE Network.
9. As in previous years, the Council of Europe further developed and strengthened strategic partnerships with other regional and international organisations, and with civil society. In 2021, due to the COVID-19 pandemic, key international meetings and events (such as the UN Commission on the Status of Women, and the Generation Equality Forum) were organised online or via a hybrid format in order to address gender equality issues after one year of cancelled or postponed events.

\* All reference to Kosovo, whether to the territory, institutions or population, in this document shall be understood in full compliance with United Nations Security Council Resolution 1244 and without prejudice to the status of Kosovo.

## Introduction

1. The Council of Europe launched its Transversal Programme on Gender Equality in 2012, with the aim of increasing the impact and visibility of gender equality standards and of supporting their implementation in member States and within the Organisation itself. Within this framework, the first Council of Europe Strategy on Gender Equality 2014-2017 was adopted by the Committee of Ministers in November 2013. Building on the strength and successes of this first strategy and taking into account new challenges, the second strategy covering the period 2018-2023 was adopted by the Committee of Ministers in March 2018. The current Strategy places a greater emphasis on the impact of socio-economic issues on women's empowerment and on the role of men and boys for the realisation of gender equality. A new objective was added to the Strategy, which now sets **six strategic objectives** (SOs):

- SO1: Prevent and combat gender stereotypes and sexism;
- SO2: Prevent and combat violence against women and domestic violence;
- SO3: Ensure the equal access of women to justice;
- SO4: Achieve a balanced participation of women and men in political and public decision-making;
- SO5: Protect the rights of migrant, refugee and asylum-seeking women and girls (**new**);
- SO6: Achieve gender mainstreaming in all policies and measures.

2. The Strategy is grounded on the belief that a strong commitment to **effective equality** (not just as proclaimed in fundamental principles and legal acts) between women and men at all levels and in all areas will benefit society as a whole, as well as future generations. This is fully in line with the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979), the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women in 1995, and the 2030 Global Agenda for Sustainable Development, adopted in September 2015. The Strategy demonstrates the Organisation's commitment to continue to provide leadership – through legal standards and policy guidance – for regional and global efforts to implement the Beijing Declaration and Sustainable Development Goal (SDG) 5 to “achieve gender equality and empower all women and girls”, as well as SDG 16 (“Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels”).

3. The Strategy therefore establishes commitments towards the empowerment of all women, a change in both women's and men's roles – including equal sharing of household and care responsibilities – ending violence against women and domestic violence, and the elimination of sexism and gender stereotypes.

4. Through the Strategy, gender equality is intended to remain a priority area for successive Presidencies of the Committee of Ministers - with member States active and engaged - in the implementation of the above strategic objectives. Moreover, these strategic objectives apply to the Council of Europe's action as a whole and therefore to all activities conducted under its auspices. The Strategy thus follows the so-called dual-track approach: a) **specific policies and actions**, including positive action when appropriate, in critical areas for the advancement of women for the realisation of *de facto* gender equality, and b) **gender mainstreaming** in all policies and programmes, that is, the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies and at all levels/stages, by the actors normally involved in making policy.

5. To assess progress in the implementation of the Strategy, the Gender Equality Commission (GEC) regularly takes stock of results achieved and prepares an annual report for the attention of the Committee of Ministers.

6. The Council of Europe’s Directorate of Internal Oversight (DIO) published a report on “Evaluation of Strategy Development and Reporting in the Council of Europe” for which 16 strategic documents of the Organisation were evaluated. The Gender Equality Strategy 2018-2023 was assessed to be among those of ‘best practice’ standard, due to its “*solid policy grounding, clear linkage with relevant strategies and relatively detailed indications of how the strategy or action plan will be implemented*”.

7. In 2021, a study was initiated with a view to evaluating the current Gender Equality Strategy 2018-2023 and drawing up recommendations to prepare a future strategy (as of 2024), both in terms of content and monitoring tools. The evaluation process will be completed in 2023.

## I. Overall Progress and Implementation

8. Support to member States to implement standards in the area of gender equality is central to the activities, working methods and partnerships developed across the Transversal Programme on Gender Equality and to implement the Strategy. A thorough assessment of the situation and ongoing progress in the member States has enabled the Council of Europe to better respond to their needs. This has been achieved through:

### I.1. Development of activities, promotion, tools and co-operation programmes, monitoring /evaluation of standards to identify gaps and obstacles

9. **Engagement, regular consultations and exchanges** have continued with the core components of the Transversal Programme: the Gender Equality Commission (GEC) meetings twice a year – and its Bureau which meets as and when necessary; the Gender Equality Rapporteurs (GERs) in the different committees and monitoring bodies; and the intra-secretariat Gender Mainstreaming Team (GMT) which also meets twice a year. Within the framework of the Strategy, activities were undertaken in close co-operation and with the involvement of the different structures of the Transversal Programme, primarily the GEC.

10. **The Drafting Committee on Migrant Women (GEC-MIG)**, a subordinate body to the GEC mandated to draft a recommendation on migrant, refugee and asylum-seeking women and girls, met three times in 2021. The draft recommendation was finalised at the last meeting of the GEC-MIG held on 30 September and 1 October. The draft recommendation aims to cover all groups of migrant, refugee and asylum-seeking women and girls and contains provisions notably on horizontal issues (e.g., non-discrimination, information, girls, access to justice, civil society), protection and support, arrival including asylum, residence and integration, detention and returns. The text of the draft recommendation was transmitted to the GEC, which discussed and approved it at the November plenary meeting.

11. Due to the COVID-19 pandemic, **the GEC’s annual conference** became an online event, jointly organised with the German Presidency of the Committee of Ministers. The conference, entitled “Gender Equality and the Istanbul Convention: a decade of action”, took place on 11 May 2021, date of the 10th anniversary of the opening for signature of the Istanbul Convention. Its morning session reaffirmed the political will of states parties to fully implement the Istanbul Convention, while the afternoon panel discussed the implementation of the Council of Europe Recommendation on preventing and combating sexism and the related Council of Europe campaign “Sexism: See it. Name it. Stop it!”. The conference recording, as well as its report, including conclusions and recommendations, are available on the [Gender Equality website](#).<sup>1</sup>

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<sup>1</sup> For further information, see [Gender equality and the Istanbul Convention: a decade of action \(coe.int\)](#)

12. The Council of Europe also held an international conference in October 2021 to promote full ratification and implementation of the Istanbul Convention's standards, including measures that ensure women's access to justice. The conference - entirely online - assessed challenges towards treaty ratification by Eastern Partnership countries, in the midst of the global pandemic. The conference was organised in the framework of the regional project "Women's Access to Justice: delivering on the Istanbul Convention and other European gender equality standards", as funded by the European Union and the Council of Europe and implemented by the Council of Europe within the Partnership for Good Governance II (PGGII). Marija Pejčinović Burić, the Council of Europe Secretary General, and Helena Dalli, the European Union Equality Commissioner, opened the conference.

13. An international conference on "The role of foreign policy in advancing gender equality: Addressing the challenges, pushbacks and obstacles faced by women" was co-organised by the Council of Europe and the Ministry of Foreign Affairs of the Republic of Cyprus on 26 October 2021 in Nicosia and online. The conference focused on the role of foreign policy in the promotion of women's rights and achieving gender equality, including within the migration context. It assessed current affairs on women's rights and women's participation on the multilateral level and discussed the way forward.

14. Particular efforts were deployed in parallel **for the promotion of the 2019 Recommendation on preventing and combating sexism**, including a number of actions that continue into 2021:

- Member States have been invited to promote and support the dissemination of the 2019 recommendation, including by ensuring its translation in national language(s) in order to facilitate its implementation by the many sectors concerned by this cross-cutting issue. Translations in 26 languages (in addition to the English and French official versions) have already been completed and are available on the Council of Europe's Gender Equality website.<sup>2</sup>
- The dedicated action page entitled "Sexism: See it. Name it. Stop it!", launched in 2019 and including a video clip on sexism,<sup>3</sup> includes key messages to present the importance of addressing it as one of the root causes of persisting inequalities and violence against women. Further translations of the action page were carried out in 2021, reaching a total of 21 language versions, while the sexism video clip has been translated in 22 languages (subtitled version) and in 12 languages (dubbed version).
- The quiz on sexism,<sup>4</sup> which was launched at the end of 2019, has also been translated into 17 languages.
- The brochure<sup>5</sup> which was launched in October 2020 was translated into three languages.
- The first phase of the project "Mobilise Against Sexism", co-ordinated by the European Women's Lobby (EWL), which promoted the implementation on the 2019 Recommendation on preventing and combating sexism in nine member States,<sup>6</sup> was launched in 2019 and implemented in 2020. The second phase is a continuation of the 2020 initiatives and was implemented in seven member States,<sup>7</sup> co-ordinated by the Bulgarian Platform of the EWL. The main initiatives focus on raising awareness on sexism and inspiring legal reform and/or the adoption of action plans in line with the recommendation.

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<sup>2</sup> All language versions of the 2019 Recommendation on sexism are available at:

[https://www.coe.int/en/web/genderequality/combating-and-preventing-sexism#%2263531002%22:\[0\]](https://www.coe.int/en/web/genderequality/combating-and-preventing-sexism#%2263531002%22:[0])

<sup>3</sup> For the webpage, see <https://www.coe.int/en/web/human-rights-channel/stop-sexism>; for the video clip, see also <https://vimeo.com/356636533>

<sup>4</sup> All language versions of the quiz are available here: <https://www.coe.int/sk/web/human-rights-channel/stop-sexism-quiz>

<sup>5</sup> All language versions of the brochure are available here: [https://www.coe.int/en/web/genderequality/combating-and-preventing-sexism#%2263531002%22:\[1\]](https://www.coe.int/en/web/genderequality/combating-and-preventing-sexism#%2263531002%22:[1])

<sup>6</sup> Belgium, Bulgaria, Croatia, Hungary, Ireland, the Netherlands, Portugal, Romania, and Spain.

<sup>7</sup> Bulgaria, Croatia, Hungary, the Netherlands, Portugal, Romania and Spain.

15. A working paper was developed regarding the first **monitoring exercise on progress in the implementation of the Recommendation on preventing and combating sexism**. Questionnaires were drafted with a view to gathering information on the implementation of the recommendation. Indicators were also developed to follow up the progress in the implementation of the recommendation in the future. In November 2021, the GEC held a first discussion on the approach for reviewing the implementation of the Recommendation on preventing and combating sexism.

16. The Council of Europe **website on gender equality**<sup>8</sup> through its regular updating and the publication of news items, continued to serve as a useful means to give visibility and to disseminate information about activities, developments and tools on gender equality in the member States and among the relevant structures, stakeholders, practitioners, partner organisations, NGOs, and others interested in the implementation of European standards in this field. The periodic newsletter on gender equality disseminated by e-mail drew further attention to the news published and to relevant Council of Europe developments.

17. **Dedicated co-operation projects on gender equality issues** are implemented through the Capacity Building and Co-operation Projects Unit established in January 2018 within the Gender Equality Division (GED). The Gender Equality Strategy 2018-2023 provides specifically for the provision of support to member States under the various SOs, especially SO2: Prevent and Combat Violence against women and domestic violence; SO3: Ensure the equal access of women to justice; and SO4: Achieve balanced participation of women and men in political and public decision-making.

18. In 2021, co-operation projects have involved the following Council of Europe member countries: Armenia, Azerbaijan, Georgia, Latvia, Republic of Moldova, the Russian Federation, Turkey and Ukraine; as well as Kosovo\*, and the South Mediterranean Region. Each project has different purposes and working methods. Through most projects, this work has continued to provide national authorities with tools and expertise to implement gender equality standards, the principles of the Istanbul Convention and, where appropriate, the recommendations issued by GREVIO. In spite of the continuous challenges posed by COVID-19 restrictions in the delivery of projects' outputs, the teams managed to adapt and utilise online and hybrid implementation methods to continue their work.

19. In 2021, the Council of Europe continued to provide strategic advice on violence against women and domestic violence in the context of the EEA/Norway Grants (2014-2021) national programmes in Bulgaria, Lithuania, Romania and the Slovak Republic. It also participated in the SYNERGY Network against Gender Based and Domestic Violence. In the context of the second phase of the Partnership for Good Governance financing facility (PGG II), the regional action on Women's Access to Justice in the Eastern Partnership countries continued to strengthen the competencies of legal professionals as regards Council of Europe standards on access to justice for women, including victims of violence against women and domestic violence.

20. In 2021, many co-operation activities continued to focus to a large extent on implementation support concerning the Istanbul Convention, as it remains a high priority for many member States of the Council of Europe and beyond. Many of the member States which have not yet ratified (or signed) the Istanbul Convention are currently involved as beneficiaries in co-operation projects, including through *ad hoc* events. These projects are based on the fact that violence against women is not an individual phenomenon but one of the most serious and prevalent human rights violations, a form of discrimination against women and an obstacle to achieving gender equality. Grounded in the principles of the 2011 Istanbul Convention, these projects promote a comprehensive rights-based approach to end violence against women in accordance with the four pillars (the four "Ps") enshrined in the Istanbul Convention: **p**revention of violence, **p**rotection of victims, **p**rosecution of perpetrators and comprehensive **p**olicies.

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<sup>8</sup> <https://www.coe.int/en/web/genderequality>



21. A comprehensive methodology for NGOs campaigning on the Istanbul Convention was developed in co-operation with the European NGO WAVE Network and with UN Women, and was piloted in several countries in 2021. The HELP course on violence against women and domestic violence is now publicly available in 21 languages and the HELP course on Women's Access to Justice is available in five languages.

22. The following co-operation projects were launched in 2021:

- The project "Combating Violence against Women in Ukraine (COVAW)" started on 1 January 2021 and will run until 31 December 2022. The two components of COVAW – awareness raising and legislative frameworks – provide a double level of support to Ukraine in preventing and combating violence against women and domestic violence in line with the standards of the Istanbul Convention.
- The project "Reinforcing the fight against violence against women and domestic violence in Kosovo\* (phase III)" was launched on 1 July 2021 and will run until 28 February 2023. As of 25 September 2020, Kosovo\* adopted an amendment to the Constitution that gives direct effect to the Istanbul Convention. The Council of Europe project aims at defining a concrete roadmap for strengthening Kosovo's\* legal policy framework in co-operation with the Council of Europe Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) as well as building institutional capacities to prevent and counter violence against women and domestic violence in line with the standards of the Istanbul Convention.
- The project "Co-operation for implementing the Russian Federation National Action Strategy for Women (2017-2022): Applying best practices" will run from 18 September 2021 to 17 March 2023. This project aims at raising awareness and building institutional capacities to promote women's political participation and to prevent and combat violence against women and domestic violence. It aims at empowering those who can be actors of change in the Russian Federation, hence contributing to mobilise them in favour of gender equality and women's human rights. The project is implemented in accordance with Russian legislation and international instruments to which the Russian side has acceded.
- The project "Fostering Women's Access to Justice in Turkey" started on 1 October 2021 and will last until 31 December 2022. The project aims to tackle shortcomings both from supply and demand sides of justice services and aims to strengthen women's access to justice in the following areas: integrating a gender perspective into access to justice from the supply side, especially in the provision of legal aid, and increasing legal awareness among women, especially groups of women in a vulnerable situation.

23. **References to Council of Europe standards** – expertise and sharing of good practices with member and non-member States and other regional and international organisations increases the visibility of Council of Europe standards among its strategic partners. References continue to be made regularly to the Strategy, the Istanbul Convention and other Council of Europe standards and tools in the field of gender equality, such as the 2019 Recommendation on preventing and combating sexism, notably in European Union (EU) documents. In 2021, for instance:

- The European Commission's Advisory Committee on Equal Opportunities for Women and Men adopted two opinions, both referring to Council of Europe standards and tools: the Advisory Opinion on "Combating Gender Stereotypes", adopted on September 2021, refers to the definition of gender stereotypes in the Gender Equality Strategy (2018-2023) and shows its link with sexism thanks to the Istanbul Convention and to the Committee of Ministers' Recommendation, Rec(2019)1 on preventing and combating sexism;
- The Advisory Opinion on "The care gap in the EU: a holistic and gender transformative approach", adopted in September 2021, refers to the Committee of Ministers' Declaration on equal pay and equal opportunities for women and men in employment to emphasise the importance of transparency in pay in addressing the gender pay gap.

## I.2. Ensuring ownership by the member States of the Strategy and related processes and activities

24. As in previous years, **high-level events were organised in 2021 by the gender equality sector or other parts of the Organisation**, allowing for useful exchanges and discussions on gender equality-related issues; these are mentioned in other parts of this report concerning the GEC's own activities and those in co-operation with partners, and other Council of Europe initiatives – see Appendix 3 to this report for an overview of activities carried out by different sectors of the Organisation. The planning and design of co-operation projects also regularly involve meetings with senior policy makers in addition to the various bodies directly concerned by the projects (ministries, training institutions for the police and justice system, gender equality bodies, NGOs, etc.).

25. **Practical tools and publications, visibility and promotion materials on the Council of Europe standards and their implementation** were prepared and widely disseminated throughout member States and other stakeholders during national, regional or global events. Such publications are in high demand from member States and internal/external partners and are considered to be very useful tools to monitor progress and compliance with benchmarks and standards in the area of gender equality. A full list of the 2021 publications is included in Appendix 2 to this report.

26. The regular updating of **the gender equality website, as well as the increasing number of translations of Council of Europe standards**, have contributed to raising the visibility of both standards and activities among member States, experts and the general public. As indicated earlier, particular efforts continued in 2021 to promote the Recommendation CM/Rec(2019)1 on preventing and combating sexism (which is now available in 26 languages) and the co-operation projects run by the GED have a strong focus on the promotion and implementation of the Istanbul Convention.

### Contribution of the member States to the implementation of the gender equality strategy

27. The GEC compiles every year a list of national activities and measures towards the achievement of the six objectives of the Council of Europe Gender Equality Strategy 2018-2023 (see Appendix 1). This body of work developed at the level of member States also feeds into and contributes towards the achievement of the United Nations Sustainable Development Goals (SDGs). A total of 35 countries replied to a questionnaire aimed at assisting in the reporting of national developments in relation to the different strategic objectives and other relevant aspects.

28. Activities to promote gender equality carried out by member States in 2021 are often explicitly related to the Council of Europe's standards and tools, or reflect these:

- **Many reported developments and activities, without being connected explicitly to the implementation of specific Council of Europe standards and policies, nonetheless mirror - or are related to - these**, for instance when it comes to combating gender stereotypes and sexism, combating domestic and intimate partner violence affecting women, combating trafficking in human beings and protecting victims, quotas for women in political decision-making, awareness-raising initiatives on gender equality issues, addressing persisting gender inequalities in the labour market, including employment conditions and the unequal sharing of care and household work, among others.

29. The following sections provide an overview of the main types of activities reported under each objective, noting that only the activities in 2021 have been considered; it is not, therefore, implied that the countries not mentioned lack such measures. The comprehensive compendium of responses (included in Appendix 1) provides the full details submitted by member States, which may be useful as a source of both information and inspiration for others.

➤ **SO1: prevent and combat gender stereotypes and sexism**

30. Here are some of main topics addressed by member States under this objective:

- **Promotion of the Council of Europe Recommendation CM/Rec(2019)1 on preventing and combating sexism, and related tools** (Czech Republic, Luxembourg, Portugal).
- **Awareness-raising initiatives in schools and/or higher education regarding gender stereotypes** (Andorra, Austria, Azerbaijan, Belgium, Cyprus, Greece, Ireland, Italy, Luxembourg, Monaco, Norway, Portugal, Spain) **and equal opportunities between women and men** (Portugal, Romania).
- **Activities to promote more women and girls in science, technology, engineering, and mathematics (STEM)** (Belgium, Greece, Malta, Poland, Russian Federation, Slovenia, Spain), **ICT sectors** (Austria, Belgium, Estonia, Latvia, Malta), **the army** (Cyprus, Ukraine) **and the audio-visual industry** (Spain).
- **Legislative changes and/or campaigns addressing sexist hate speech** (Andorra, Austria, Croatia, Cyprus, Germany, Ireland, Italy);
- **Legal and/or policy measures against sexual harassment: in the workplace** (Cyprus, Greece, Spain, Ukraine); **in the public sector** (Bosnia and Herzegovina, Cyprus, Republic of Moldova, Ukraine).
- **Initiatives to increase the role of men and fathers in care work and gender equality** (Latvia, Lithuania, Slovak Republic, Slovenia, Ukraine), **including paternal and/or parental leave** (Belgium, Bulgaria, Denmark, Estonia, Hungary, Greece, Luxembourg, Switzerland, Ukraine).
- **Actions to address sexism and promote gender equality in and through the media** (Andorra, Belgium, Bosnia and Herzegovina, Bulgaria, Cyprus, Germany, Greece, Luxembourg, Malta, Republic of Moldova, Ukraine); **using artificial intelligence and school media** (Germany).
- **Measures to reduce the gender pay gap** (Denmark, Hungary, Ireland, Italy, Poland) **and the gender pension gap** (Slovenia, Spain).

➤ **SO2: Prevent and combat violence against women and domestic violence**

31. Some of the key measures taken by member States under this objective are listed below:

- **Measures and campaigns to raise awareness about violence against women and domestic violence** (Andorra, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Denmark, Estonia, Germany, Greece, Hungary, Lithuania, Luxembourg, Malta, Republic of Moldova, Monaco, North Macedonia, Norway, Poland, Portugal, Romania, Slovenia, Spain, Switzerland, Ukraine), **including intersectional forms of gender-based violence** (Croatia, Greece, Malta).
- **Other measures to prevent violence against women and domestic violence** (Andorra, Austria, Cyprus, Estonia, Germany, Greece, Latvia, Luxembourg, North Macedonia, Norway, Poland, Portugal, Slovak Republic, Romania, Ukraine).
- **Training of relevant professionals** (Andorra, Austria, Azerbaijan, Belgium, Bosnia and Herzegovina, Bulgaria, Cyprus, Czech Republic, Germany, Italy, Latvia, Luxembourg, Malta, Republic of Moldova, Romania, Spain, Ukraine).

- **Research initiatives, including surveys and data collection initiatives** (Andorra, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Cyprus, Czech Republic, Greece, Italy, Luxembourg, Monaco, Norway, Romania, Slovenia, Spain, Ukraine).
- **Measures to improve the police and judicial response to violence against women and domestic violence** (Andorra, Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Lithuania, Luxembourg, Republic of Moldova, Poland, Portugal, Romania, Slovak Republic, Spain, Sweden, Ukraine).
- **Measures on specific forms of violence against women, such as forced marriage** (Austria, Belgium), **cyberviolence** (Austria, Croatia, Czech Republic, Ireland, Luxembourg, Slovenia), **revenge porn** (Belgium, Monaco), **forced sterilisation** (Czech Republic), **rape** (Denmark, Slovenia).
- **Funding of NGOs to address violence against women and domestic violence** (Croatia, Denmark, Lithuania, Slovak Republic, Slovenia).
- **Measures to prevent and combat trafficking in human beings as a form of violence against women** (Andorra, Austria, Spain).

➤ **SO3: Ensure the equal access of women to justice**

32. The main issues on which member States have reported activities under this objective in 2021 include the following:

- **Protection and assistance for victims of crime, including women** (Andorra, Austria, Bulgaria, Croatia, Cyprus, Czech Republic, Luxembourg, Poland, Ukraine).
- **Measures to facilitate access to justice for women victims of violence** (Germany, Greece, Portugal, Slovak Republic, Spain, Ukraine), **including during the COVID-19 pandemic and related lockdowns** (Andorra, Austria, Belgium, Romania, Slovenia).
- **Training of legal professionals (judges, prosecutors) on gender discrimination issues and/or violence against women** (Andorra, Austria, Belgium, North Macedonia, Romania, Spain, Sweden, Ukraine).
- **Research and evaluation of legislation and data on gender-based discrimination, gender-based violence or equal opportunities** (Bosnia and Herzegovina, Switzerland).
- **Legal assistance and/or free legal aid that (some) women can benefit from** (Andorra, Bulgaria, Croatia, Cyprus, Czech Republic, Norway, Spain, Ukraine).

➤ **SO4: Achieve balanced participation of women and men in political and public decision-making**

33. Member States have reported the following activities and developments aimed at improving the participation of women in political decision-making, as well as in the public and private sectors more widely:

- **Measures to increase the number of women in local/regional government** (Andorra, Belgium, Greece, Ireland, Latvia, Slovak Republic, Ukraine).
- **Legislative and policy measures, including quotas, to promote women in political decision-making** (Andorra, Italy, Malta, Republic of Moldova, Romania, Ukraine).

- **Research and data on the participation of women in political and public life** (Austria, Italy, Romania, Ukraine).
- **Measures to promote women in the public and private sectors, including at decision-making level** (Andorra, Czech Republic, Denmark, Ireland, Russian Federation, Spain, Switzerland).
- **Training to promote and support women in political and public decision-making** (Austria, Cyprus, Greece, Romania) **and mentoring schemes for women** (Austria, Germany, Ukraine).
- **Measures to improve the number of women in boards of state-owned and/or private companies** (Andorra, Belgium, Italy, Monaco, Slovenia, Switzerland).

➤ **SO5: Protect the rights of migrant, refugee and asylum-seeking women and girls**

34. In addition to the specific measures taken by some member States as regards the impacts of the COVID-19 pandemic in their migration and asylum policies, the following main activities have been reported for 2021 under this objective:

- **Integration measures for migrant, refugee and/or asylum-seeking women and girls, including access to education, training, the labour market, etc.** (Andorra, Austria, Bulgaria, Croatia, Cyprus, Germany, Italy, Lituanie, Malta, Republic of Moldova, Ukraine).
- **Measures related to the identification, referral and protection of migrant women and girls as victims of trafficking in human beings** (Austria, Bosnia and Herzegovina, Bulgaria, Italy, Portugal, Spain, Ukraine).
- **Measures addressing violence against migrant, refugee and asylum-seeking women and girls including female genital mutilation** (Portugal, Spain).
- **Research on a diversity of topics related to migrant, refugee and/or asylum-seeking women, such as violence against women, human trafficking, employment levels, and good practices** (Austria, Cyprus, Ireland, Italy).
- **Services and assistance to migrant, refugee and/or asylum-seeking women and girls provided by NGOs** (Croatia).
- **Training of relevant staff working with migrant, refugee and asylum-seeking women and girls** (Portugal).

➤ **SO6: Achieve gender mainstreaming in all policies and measures**

35. The main activities and developments on gender mainstreaming reported by member States are as follows:

- **Measures to implement gender-sensitive budgeting** (Andorra, Austria, Belgium, Czech Republic, Estonia, Greece, Italy, Republic of Moldova, Romania, Spain, Sweden).
- **Tools for gender mainstreaming, including “gender equality test”, “gender impact assessment”, “checklists” and other materials** (Andorra, Austria, Belgium, Germany).

- **Co-ordinating body for gender mainstreaming in public policies** (Andorra, Belgium, Bulgaria, Czech Republic, Greece, Italy, Lithuania, Luxembourg, Malta).
- **Research and data collection on gender mainstreaming** (Andorra, Austria, Bosnia and Herzegovina, Bulgaria, Luxembourg, Sweden).
- **Training on gender mainstreaming for civil servants** (Austria, Belgium, Croatia, Malta, Republic of Moldova, Spain, Ukraine).
- **Measures to integrate a gender equality perspective in sectoral policies, such as public administration** (Andorra, Austria, Bulgaria, Cyprus, Norway, Portugal, Spain, Switzerland); **education** (Andorra, Austria, Latvia, Luxembourg); **STEM and ICT education, employment** (Austria, Belgium); **education projects** (Andorra, Austria, Luxembourg); **employment** (Andorra, Bulgaria, Estonia); **career guidance** (Austria, Estonia, Italy, Luxembourg); **entrepreneurship policy** (Russian Federation); **health** (Ireland); **security and defence** (Cyprus, Estonia); **justice system** (Bosnia and Herzegovina); **workplace policy** (Croatia); **higher education and academia** (Bulgaria, Denmark, Luxembourg; and **climate change** (Spain).

36. **Member States have reported a number of key challenges and difficulties in efficiently designing and applying gender equality-related policies**, starting with the challenges and issues faced in the context of the **COVID-19 pandemic**. All areas of economic and social activity have been affected by the pandemic and will continue to bear the impact in the months and years to come, which has resulted in gender equality not being prioritised in some countries. Impacts range from the increase in gender-based violence, to greater economic stress in households in times of crisis, and the heavy toll of the health and economic crises on women's employment and income, as well as on their larger share of unpaid work across our member States and, finally, to challenges related to national care and health systems. Some member States stressed the importance of a proper analysis of the gendered impact of the pandemic and the need to integrate a gender equality perspective in recovery measures, for example through the use of gender budgeting.

37. Reports on challenges stress that **barriers to substantive gender equality** still exist at the level of individuals, institutions and society. These challenges, which are of a diverse nature, range from political opposition, including anti-gender movements, which prevented governmental action, lack of resources for gender equality mechanisms, programmes and civil society, lack of training and competences at all levels of professionals working in the area of violence against women, persisting stereotypes, limited sex-disaggregated statistical data and research and a lack of political commitment.

38. Even in countries where there is broad social and political consensus on the importance of gender equality, the challenge to keep this issue high on the public and private sector agendas remains. Member States underline that progress in this field cannot be achieved without **inter-institutional co-operation and co-ordination and the involvement of civil society**. One country reported that positioning the office responsible for gender equality within the central government office highlighted its cross-sectional character and allowed for easier implementation within ministries.

39. **Across the European region, “anti-gender” movements remain a challenge to overcome** for policy makers and civil society organisations working to promote gender equality. **In most countries, mindsets and attitudes remain a major barrier to the advancement of women’s rights and gender equality.** These movements purport to restore gender-segregated roles for women and men in the public and private sphere and deny women’s hard-won rights to bodily autonomy and economic independence. We are also witnessing attempts at contesting the terminology of gender-equality policies. This can hamper the development of new policy and legal instruments at the regional and global levels, including in the context of the Council of Europe. The continuous misinterpretation and spreading of false information in relation to the Istanbul Convention has slowed the pace of ratification of this important legal instrument. The withdrawal of Turkey from the Istanbul Convention in 2021 set a worrying precedent for the protection of women and girls against violence. The Istanbul Convention addresses the causes and impacts of violence against women and domestic violence - an objective which, when the Istanbul Convention was opened for signature in 2011, was universal and uncontroversial. Despite this situation, the celebration of the 10th anniversary of the Istanbul Convention in 2021 was an opportunity to focus on its achievements. The Council of Europe and its partners are continuing to address the false narratives and unfounded opposition to the Istanbul Convention by highlighting the positive impact of this legal instrument on the lives and the rights of women.

#### **Contribution of a non-member State (Morocco) to the implementation of the gender equality strategy**

40. A non-member State with Observer status in the GEC, Morocco, also reported activities under each strategic objective, noting that only the 2021 activities have been considered, and therefore it should not be inferred that the measures not mentioned do not exist in the country. The following points provide an overview of the main types of activities reported by Morocco:

- **SO1 - Prevent and combat gender stereotypes and sexism:** awareness-raising initiatives regarding gender stereotypes.
- **SO2 - Prevent and combat violence against women and domestic violence:** training of relevant professionals; research initiatives.
- **SO4 - Achieve balanced participation of women and men in political and public decision-making:** measures to increase the number of women in local government; measures to promote women in the private sector, including at decision-making level; legislative and policy measures, including quotas, to promote women in political decision-making; training to promote and support women in political and public decision-making.
- **SO5 - Protect the rights of migrants, refugee and asylum-seeking women and girls:** training of relevant professionals regarding trafficking in human beings.
- **SO6 - Achieve gender mainstreaming in all policies and measures:** measures to implement gender-sensitive budgeting.

### **I.3. Transversal and close co-operation with the various bodies and institutions in the Council of Europe to ensure gender mainstreaming in all Council of Europe policies and measures:**

41. Gender mainstreaming requires a fundamental change in mindsets and It implies embracing an institutional culture with procedures that take on board a gender equality perspective in policy content (including in a Council of Europe context, standard-setting and general policy-making, monitoring work and development co-operation), but also in communication, as well as regarding balanced participation of women and men and internal and external processes. Such a change can only be sustained with commitment at all levels, as well as with the necessary resources, training and ownership by all. As regards gender mainstreaming within the Council of Europe, the GED ensures general co-ordination and support and contacts are kept through intra-secretariat meetings (the Gender Mainstreaming Team) and the network of Gender Equality Rapporteurs (GERs). GERs often initiate the efforts to integrate a gender equality dimension into the specific work and activities of other Council of Europe sectors, with the support of their respective secretariats and of the GED. Gender mainstreaming and synergies are also created through mutual exchanges of views between the GEC and representatives of working bodies and committees at their respective meetings.

#### **➤ Continued gender equality and gender mainstreaming activities in Council of Europe sectors**

42. In 2021, different sectors of the Council of Europe continued their gender mainstreaming activities. The following provides a description of some of these activities.

43. The Council of Europe International Cooperation Group on Drugs and Addictions (**Pompidou Group**) is working on a handbook on the gender equality dimension of different drug policy areas, such as prevention, treatment and law enforcement and criminal justice, in 11 countries. The handbook in preparation on the drug-related challenges faced by refugees, migrants and IDPs will also include a gender equality perspective and the Pompidou Group continued to look at the issue of women drug users who are victims of violence and are notably confronted with challenges in accessing shelters. Two projects are also ongoing, one by Lebanon on identifying the needs of women with substance use disorders, and the other by Tunisia on gender-sensitive drug use prevention and care among adolescents.

44. The **Medicrime Committee** via its multiregional project (NA-FAMED - Needs Assessment - Falsified Medical Products) organised a webinar<sup>9</sup> in May 2021, which addressed the gender equality perspective in the fight against the falsification of medical products and similar crimes. It aimed at providing the professionals dealing with the issue within national authorities with knowledge on gender equality-related aspects of the prevention of the falsification of medical products and similar crimes, with an emphasis on the gender-related vulnerability of victims. As a follow-up, the Medicrime Committee appointed a Gender Equality Rapporteur and decided to involve civil society working on gender equality issues in Medicrime activities.

45. In the area of **trafficking in human beings**, the growing body of co-operation activities in different countries have included an increased attention to gender equality issues including regarding women and girls subject to trafficking for the purpose of sexual exploitation.

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<sup>9</sup> See [Gender perspective in the fight against the falsification of medical products and similar crimes - News \(coe.int\)](https://www.coe.int/en/g/pr/2021/01/21210101)



46. The **Roma and Travellers** sector implemented Roma Political Schools in Albania, Greece, Italy, Portugal, Spain and Ukraine in 2021. The Schools train Roma citizens with the aim of bringing Roma closer to local, national and European decision-making bodies, whilst promoting their active participation and interaction with public administration as well as their presence in the public sphere. Training modules were targeting specifically Roma women's participation and gender parity was ensured in all the training sessions. Thematic visits were also conducted in Bosnia and Herzegovina on legislation and policies related to begging, with a special focus on children, but also including a gender equality perspective. Another visit was carried to Poland on Substance use and Trafficking: Prevalence and Treatment: Target group – Specific evidence and intervention. In addition, during the March meeting in Berlin of the Committee of Experts on Roma and Traveller Issues (ADI-ROM), the committee agreed with the Chair of the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) that the rights of Roma women and gender equality are among the immediate priorities to be addressed. The Roma and Travellers sector organised the 8th international Roma women's conference in November 2021, which included a workshop on LGBTI Roma and Traveller women. Finally, this sector published in December the study "Empowerment of Roma and Traveller women: a change under construction - Towards a Roadmap for Advancing Gender Equality of Roma and Traveller Women in Council of Europe member states".

47. In 2021, the **Education** Department produced storybooks for pre-school and first and second elementary grades, in the scope of the project on "Strengthening a Democratic Culture in Basic Education" in **Turkey**. Following the advice of the GED, the educational materials implemented during the 2021-2022 academic year avoid gender stereotypes and use gender-sensitive language. It is planned to have English versions of these materials in 2022. A cartoon is also being planned, which will follow the same principle of avoiding gender stereotypes and using gender-sensitive language.

48. With regard to **Sport**, the Enlarged Partial Agreement on Sport (EPAS) organised a Diversity Conference entitled "Protecting and promoting the human rights of intersex and transgender athletes in sport competitions". This event focused on discrimination about intersex and LGBTQ athletes, questioning the binary categories "women/men" in sports. EPAS also ran the "**ALL IN Towards gender balance in sport**" project in 2018-2019, including the collection of data on gender equality in sport in around 20 countries, showing serious gaps in the fields of leadership, coaching, participation, gender-based violence and media/communication. The ALL-IN project will be relaunched mid-2022-2024 and the indicators in particular will be reviewed and extended to an increasing number of EPAS member States. In the next round of the project there will be a heightened focus on the aspect of media representation of women and girls in sport. EPAS is now supporting member States and partner organisations in developing gender equality strategies on the basis of the 'ALL IN' evaluations and preparing the next data collection campaign to be run in 2022.

49. In the **Youth Department**, a toolkit on gender equality in youth work is under preparation. It will provide elements to assess gender (in)equality in youth work and youth organisations. A study session took place in November 2021 at the European Youth Centre in Budapest. The session entitled "A Gendered Approach to Youth Homelessness" was organised in co-operation with FEANTSA Youth.

50. Committees at the **European Directorate for the Quality of Medicine** continued exploring how to better include a gender equality perspective in their work, including greater awareness about the need for a gender dimension in the area of organ, tissue and cell transplantation. The Newsletter "Transplant 2021" followed the practice from previous years to include some data disaggregated by sex both for organ donors and for recipients. A dedicated group is preparing a scientific paper analysing sex-disaggregated data from all 71 reporting countries and interpreting its relevance.

51. The **Congress of Local and Regional Authorities** is implementing the project “Promoting local democracy in Kosovo\*” within the framework of [the Council of Europe co-operation with Kosovo\\*](#). The project aims to improve local self-government and the quality of local democracy by fostering multilevel dialogue and strengthening the capacities of local authorities on political integrity, public ethics and open government principles. In October 2021, during the International Conference on Combating Sexism organised by Kosovo\* NGO Artpolis in Pristina, Jelena Drenjanin (Chair of the Congress Governance Committee and Thematic Spokesperson on Gender Equality) highlighted the Congress thematic priorities of reducing inequalities, upholding gender equality and ending sexist behaviour. She stressed that the Congress works together with local authorities through its resolutions, recommendations, guidelines and co-operation activities to eliminate any form of harassment and sexism at the local level. Between December 2020 and November 2023, the Congress is also implementing a project in Georgia on “Strengthening participatory democracy and human rights at local level”. It incorporates a gender equality perspective regarding local political action and aims to eliminate sex- and gender-based discrimination. The project promotes capacity-building activities with local elected representatives and municipal staff to raise their awareness of sexism and sexual harassment and to promote gender-responsive budgeting.

52. The **Office of the Directorate General of Programmes (ODGP)** continued to put in place supporting mechanisms to ensure adequate gender mainstreaming in the Council of Europe co-operation activities. This included the setting up of a network of Gender Equality Focal Points in Council of Europe external offices and the organisation of decentralised training sessions on gender equality and gender mainstreaming. Training for Strasbourg-based staff on gender mainstreaming in co-operation activities is also ongoing.

➤ **Specific gender mainstreaming activities by the Gender Equality Division**

53. In 2021, the GED was particularly active in participating in the work of the **Ad hoc Committee on Artificial Intelligence (CAHAI)** and its subordinate working groups and in the work of the **Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI)**, as well as its subordinate **Committee of Experts on Combating Hate Speech**. GEC representatives participated in the meetings of CAHAI and CDADI and their subordinate bodies, contributing to various documents and discussions, in order to ensure the integration of a gender equality perspective in the areas of artificial intelligence, anti-discrimination, intercultural integration and hate speech. More specifically, in **CAHAI**, the presence of the GEC representative helped to ensure that gender equality issues are made visible and included in relevant policy documents. This related in particular to looking at how the use of AI systems can enable the perpetuation and amplification of existing discrimination based on sex/gender; looking at how to address the fact that machine learning used to build AI-based systems relies on vast datasets, which are by nature biased, as they reflect discrimination already present in society. Other issues include the lack of data about women and minority groups, as well as the bias of those who collect and analyse them; and looking at the lack of gender balance in most AI-related companies and professions, which heightens the risk that AI systems are developed without due regard to their potentially discriminatory impacts on some individuals and groups in society. Regarding the work with **CDADI**, the work of GED resulted notably in the inclusion of sex and gender as grounds for discrimination in the definition of hate speech in the draft version of the recommendation on hate speech. The draft recommendation also stated that policies, legislation, strategies and action plans against hate speech should duly reflect a gender-sensitive approach. During the discussion at CDADI, the GED highlighted the relevance of referring to the Recommendation on preventing and combating sexism Rec(2019)1 adopted by the Committee of Ministers to fight sexist hate speech. This recommendation is mentioned and detailed in the explanatory memorandum of the draft recommendation on combating hate speech. The draft recommendation will be discussed and adopted in 2022.

54. **A conference on “The role of foreign policy in advancing gender equality: Addressing the challenges, pushbacks and obstacles faced by women”** was organised in a hybrid format by the Ministry of Foreign Affairs of the Republic of Cyprus in partnership with the Council of Europe in October 2021. The conference focused on the need to adopt a women’s rights gender equality perspective in all aspects of foreign policies, including within the migration context. To this end, participants reviewed the promising practices of member States implementing a feminist foreign policy.

55. **Additional policy input** was provided to documents and instruments from different sectors including the GREVIO General Recommendation on the Digital Dimension of Violence against Women, which was adopted in November 2021. Advice and input were also provided to the Children’s Rights Division with regard to the new children’s rights strategy and policy work on guardianship of unaccompanied migrant children, with a particular focus on girls. Input was also provided with regard to the draft new Council of Europe Digital Strategy. The GED also provided support to the organisation of the conference organised by the Council of Europe **Action against Crime Department** on the roles of women and children in terrorism that took place in December 2021.

56. The GED also helped to identify and commissioned a **Gender Equality Rapporteur of the 2021 World Forum for Democracy devoted to the topic of climate change**. For the first time, the World Forum Gender Equality Rapporteur gathered gender-equality-related information raised during the event and drew up conclusions and recommendations about gender mainstreaming and balanced participation of women and men in decision-making around policies which impact the climate.

57. A one and a half day **training course on gender mainstreaming was organised for Gender Equality Rapporteurs** (GERs) in December 2021. The training course was tailored to the needs of participants in terms of knowledge and policy areas and was very much appreciated by the GERs.

58. One meeting of the internal **Gender Mainstreaming Team (GMT)** was organised in 2021. This meeting provided an opportunity to exchange information about ongoing gender equality and gender mainstreaming-related activities of the different sectors of the Council of Europe and to make links between different areas. Colleagues from the Violence Against Women Division presented to GMT members the General Recommendation on the digital dimension of violence against women.

59. The GED also continued its efforts to **raise awareness internally** about gender equality and women’s rights, notably around the International Women’s Day and the 16 Days of Activism against Gender-Based Violence, which included a high-level panel during November’s GEC meeting on violence against women, with the participation of the Secretary General of the Council of Europe, the Minister for Equal Opportunities and Family of Italy and the President of GREVIO.

60. These activities contributed to the development of an institutional culture conducive to mainstream gender equality issues.

## Gender equality in core sectors of the Council of Europe

61. It is encouraging to continue seeing **women elected to senior positions in the Council of Europe, and some for the first time in the history of the Organisation**, as was the case for the Secretary General of the Parliamentary Assembly in January 2021. On the occasion of the celebration of International Women's Day, women in top Council of Europe positions shared their views on women in leadership. In short videos,<sup>10</sup> Marija Pejčinović Burić, Council of Europe Secretary General, Despina Chatzivassiliou-Tsovilis, Secretary General of the Council of Europe's Parliamentary Assembly and Marialena Tsirli, Registrar of the European Court of Human Rights, shared their experience on what it means to be a woman in a leadership position, talked about the women leaders who inspired them and gave advice to aspiring women leaders.

62. The Council of Europe is currently undergoing a reform of its human resources strategy (the "Council of Europe People Strategy 2019-2023"), which includes a review of the Regulatory Framework for Staff Management so that the current goals in terms of equal opportunities are set at a more ambitious level. This includes notably an updated Policy on Dignity and Respect and a new Policy on Diversity.

63. Gender equality continued to feature prominently on the international agenda and the successive Presidencies of the **Committee of Ministers** (Germany, Italy) have greatly supported efforts and policies in this field throughout 2021 (see above regarding the gender equality-related events and activities organised by the presidencies). In a declaration in March 2021, the Committee of Ministers of the Council of Europe pointed to the following measures with a view to tackling pay and opportunities inequalities in employment: recognising the right to equal pay between women and men for work of equal value in law; ensuring access to effective remedies for victims of pay discrimination; promoting pay transparency, *inter alia* through relevant statistics, allowing for pay comparisons; maintaining effective equality bodies and relevant institutions in order to ensure equal pay in practice and adopting, when appropriate, a comprehensive strategy to promote the rights to equal pay for work of equal value and gender equality in employment, including concrete milestones and a detailed timeline, notably through the design of effective policies and measures and the collection of reliable and standardised sex-disaggregated data. The Committee of Ministers underlined that equal pay and equal opportunities for women are part and parcel of equality and enable women to enjoy many other human rights, whether they are civil and political or economic and social rights. Equal pay for equal work or work of equal value is a condition for social justice and for effective participation in decision-making and democracy.

64. Gender equality-related issues are also regularly included on the agenda of the nine committees of the **Parliamentary Assembly**, including the Committee on Equality and Non-Discrimination (which has a sub-committee on gender equality). Several important initiatives on gender equality-related issues were taken in 2021, including:

- Resolution 2384 on "Overcoming the socio-economic crisis sparked by the Covid-19 pandemic" where the Assembly called on ensuring that crisis-response bodies and those working on recovery measures are gender balanced, diverse and inclusive. These bodies should also adopt positive measures to eliminate the gender pay gap and gender pension gap and all types of discrimination in employment.
- Resolution 2386 on "Enhancing participation of women from under-represented groups in political and public decision making" where PACE underlines that member States should work towards the implementation of the Council of Europe Gender Equality Strategy 2018-2023 and encourage the participation of women in the world of politics and the labour market by ensuring the provision of affordable childcare and adopting measures in favour of a better balance between private and professional life.

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<sup>10</sup> The video are available online on YouTube: see [Marija Pejčinović Burić](#), [Despina Chatzivassiliou-Tsovilis](#) and [Marialena Tsirli](#).

- Resolution 2394 on “Gender representation in the Parliamentary Assembly” which aims to make the Assembly more representative and to encourage national delegations to promote more effectively the political objective of equal representation of women and men. The Parliamentary Assembly changed its Rules of Procedure to include more women and undertook to increase the minimum representation of each sex in its delegations to 40% as from the opening of its 2026 session.

65. Figures for 2021 show that the **total number of women in the delegations of the Parliamentary Assembly** represented 37% of members, just 1% up from 2020. That said, it should be noted that this is above the percentage of women members of parliament, on average, in Council of Europe member States. The 2021 report on “gender representation in the Parliamentary Assembly”<sup>11</sup> makes concrete proposals to further promote gender balance in the Assembly by amending its Rules of Procedure. Efforts towards gender balance contribute to the achievement of SO4: “Achieve balanced participation of women and men in political and public decision-making”, while also contributing to the credibility of the Organisation’s action to promote gender equality.

66. It is also worth noting that after the Taliban took power in Afghanistan in August 2021, the Council of Europe Human Rights Commissioner and the Parliamentary Assembly President called upon member states to take action in accordance with human rights obligations and in a manner which is sensitive to the specific needs of Afghan women and girls.

67. The Office of the Council of Europe **Commissioner for Human Rights**, Dunja Mijatović, has published two quarterly reports on her 2021 activities, reflecting the Commissioner’s work on women’s rights and gender equality, one of her main priority themes. On International Women’s Day, the Commissioner notably [posted on social media](#), stressing that the COVID-19 pandemic affected women disproportionately, and differently. She called on states to ensure that progress in gender equality is not reversed, including in the field of health.

68. Some activities also focused on the Istanbul Convention: following Turkey’s Presidential Decree announcing its withdrawal from the Istanbul Convention, the Commissioner published a [statement](#) in which she called this step an ill-advised decision which undermines women’s rights and sends the wrong signal to all women in Turkey and beyond and called on the Turkish authorities to reconsider the decision to withdraw from the Istanbul Convention. Via social media, the Commissioner also celebrated the 10th anniversary of the Istanbul Convention and welcomed the ratification by Liechtenstein, which became the 34th state party to the Istanbul Convention. She also met with GREVIO in order to discuss her work to promote the ratification and implementation of the Istanbul Convention or the need to address misrepresentations of the Istanbul Convention. Finally, the Commissioner delivered an opening statement at an online conference “Facilitating the access to justice for women victims/survivors of gender-based violence in Bosnia and Herzegovina” organised by women’s rights organisations during which she saluted the commitment of non-governmental organisations, which had achieved important results for women in Bosnia and Herzegovina, including criminal convictions for wartime sexual violence and domestic court rulings awarding compensation to the victims of these crimes.

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<sup>11</sup> For more information, see <https://pace.coe.int/en/files/29402/html>

#### **I.4. Strategic partnerships with other regional and international organisations, civil society and other relevant stakeholders**

69. The Council of Europe continues to maintain strategic partnerships with regional and international organisations such as: the European Union-European Commission and its Advisory Committee on Equal Opportunities for Women and Men, the European Parliament, the European Institute for Gender Equality (EIGE) and the European Union Agency for Fundamental Rights (FRA); the United Nations – in particular UN Women, the Committee on the Elimination of Discrimination against Women (CEDAW), the Office of the United Nations High Commissioner for Human Rights (OHCHR) and the Human Rights Council; the Organization for Security and Co-operation in Europe (OSCE); the Organisation for Economic Co-operation and Development (OECD) and the Organization of American States (OAS); the European Network of Equality Bodies (Equinet); the International Organisation of la Francophonie (OIF); networks of women's organisations (European Women's Lobby, European Network of Migrant Women, Women against Violence Europe Network, Equality Now); other international NGOs, the private sector, research and think-tank institutions. In this context, the chair or members of the GEC or its Bureau, as well as the GED, regularly provide input to the work of partners, including through attendance at events.

70. Council of Europe representatives/GEC members organised, participated in, and contributed to the following events, which provided further opportunities to promote gender equality, as well as the relevant Council of Europe standards:

- Expert international conference on combating sexism (online, Berlin, Germany, January 2021)
- European Forum on Cultural Heritage and Gender, "Heritage, Women's Legacy" (online, Spain, January 2021)
- International conference on gender-based hate speech, "My hateful Valentine" (online, February 2021)
- Webinars of the Greek School of Political Studies on gender equality and on violence against women and the Istanbul Convention (online, Athens, Greece, February 2021)
- Conference on "Comparative Legal Review and the Judicial Protection of Gender Equality" (online, Slovenia, March 2021)
- Round table on "The role of women in institutions" (online, Spain, March 2021)
- Commission for the Status of Women 65: organisation of side event on "Always forward: Women's empowerment in the context of the COVID-19 pandemic" organised by the Council of Europe and Germany, as well as participation in other side events organised by member states (online, New York, March 2021)
- Visit of the Council of Europe by Soroptimists International with presentations on gender equality and violence against women) (online, Strasbourg, France, April 2021)
- Webinar with group of German students to present the activities and work of the Gender Equality Division (online, Frankfurt, Germany, May 2021)
- Conference "Gender equality and the Istanbul Convention: a decade of action" (online, Berlin, Germany, May 2021)
- Interview on "Gender-based asylum claims and non-refoulement: articles 60 and 61 of the Istanbul Convention" (online, Italy, May 2021)
- Soroptimist Union of Greece meeting (online, Greece, May 2021)
- Webinar on "gender and migration" PACE Committee on Equality and Non-Discrimination (online, Strasbourg, France, June 2021)
- Meetings of the Advisory Committee on Equal Opportunities for Women and Men, European Commission (online, Brussels, Belgium, June and October 2021)
- Nordic Online Conference: Gender-based Hate, Threat and Harassment on the Internet (online, Finland, June 2021)
- 3rd meeting of the Inter-Secretariat Taskforce-Roma and Travellers Team (online, Strasbourg, France, June 2021)
- Meeting with Strasbourg City Councillor to discuss the draft gender equality plan prepared by the city, including its consistency with the Istanbul Convention (online, Strasbourg, June 2021)
- Workshop on "More women in (self-)governance and barriers female candidates face – through the prism of the upcoming local elections in Georgia" (online, Georgia, July 2021)
- International conference on "Statelessness and the right to a nationality in Europe: progress, challenges and opportunities" (hybrid, Strasbourg, France, September 2021)

- Regional conference on gender mainstreaming in migration (Sarajevo, Bosnia and Herzegovina, October 2021)
- Conference “The role of foreign policy in advancing gender equality: Addressing the challenges, pushbacks and obstacles faced by women” (hybrid, Nicosia, Cyprus, October 2021)
- Conference “Combating sexist advertising: learning from practice” (online, Strasbourg, France, October 2021)
- René Cassin Foundation Training on Human Rights’ Law (hybrid, Strasbourg, France, November 2021)
- 8th International Roma Women’s Conference (hybrid, Strasbourg, France, November 2021)
- Regional Forum on “Ending Violence against Women in the Western Balkans and Turkey” (online, Turkey, December 2021)
- UN-IGF Women’s right to public participation - an internet promise or pipe dream (online, Switzerland, December 2021)
- Parliamentary Network Women Free from Violence (PACE) - Conference on Mobilising political forces to prevent and combat violence against women (online, Strasbourg, France, December 2021)
- International conference on the roles of women and children in terrorism (hybrid, Strasbourg, France, December 2021).

**Appendix 1 - Activities and measures in member States towards the achievement of the objectives of the Council of Europe Gender Equality Strategy 2018-2023**

Because of the length of this appendix compiling the contributions from member States, it cannot be appended to this report. It can nevertheless be found on the following page of the Gender Equality Commission website: <https://rm.coe.int/gec-2021-5-implementation-of-the-ges-at-the-national-level-appendix-1-/1680a48128>



## Appendix 2 - List of standards, publications and other practical tools produced in 2021

- Report of the high-level seminar “Advancing Gender Equality: The Role and Situation of Gender Equality Mechanisms in the Context of COVID-19” (Online from Athens, 21 October 2020) - [ENG](#)
- Report of the high-level conference “Gender equality and the Istanbul Convention: a decade of action” (Online from Berlin, 11 May 2021) - [ENG](#)
- Make Gender Equality in Law a Reality in fact: Compilation of recommendations of the Committee of Ministers of the Council of Europe in the field of gender equality - [ENG](#)
- Updating of the Council of Europe video and action page<sup>12</sup> to help the wider public identify acts of sexism and take a stand against them continued throughout 2021, with further translation of the Recommendation on preventing and combating sexism and tools
- Roadmap for establishing specialist support services for victims of violence against women and domestic violence in Latvia in line with the Council of Europe standards [ENG](#) / [LV](#)
- Report on “European Standards and Promising Practices related to Data Collection on Violence against Women, overview of standards and promising practices from Austria, France, Portugal, Spain, Sweden and the United Kingdom” - [ENG](#)
- [HELP course](#) on violence against women and domestic violence in French
- Publication on “The general obligations for member states who join the Istanbul Convention (Article 12)” in Azerbaijani - [AZ](#)
- Publication on “How to raise awareness on violence against women for members states who join the Istanbul Convention (Article 13)” in Azerbaijani - [AZ](#)
- Report on “Setting up treatment programmes for perpetrators of violence against women and domestic violence - Analysis of legal framework and good practices” [ENG](#) / [ALB](#) / [SRB](#)
- Brochure on “Setting up Treatment Programmes for Perpetrators - Analysis of the Kosovo\* legal framework and good practices report” [ENG](#) / [ALB](#) / [SRB](#)
- Report on “Assessing and managing risks in cases of violence against women and domestic violence: Strengthening risk assessments, the risk-management system and inter-agency co-ordination in Turkey” - [ENG](#)
- Report of the online roundtable on “Framework to measure access to justice including specific challenges facing women” - [ENG](#)
- “Effectively investigating, prosecuting and adjudicating sexual violence cases: A manual for practitioners in Georgia” - [ENG](#)
- Quality Guidelines for Shelters for Victims of VAW and DV - Enhancing services for victims in Kosovo\* [ENG](#) / [ALB](#) / [SRB](#)
- Report on the webinar: “Administrative data collection and analysis on violence against women and domestic violence” - [ENG](#) / [TR](#)
- Myths and facts about the Istanbul Convention - [ENG](#) / [ROM](#) / [RUS](#)
- How the system will need to be improved after ratification - [ENG](#) / [ROM](#) / [RUS](#)

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<sup>12</sup> For the webpage, see <https://www.coe.int/en/web/human-rights-channel/stop-sexism>; for the video clip, see also <https://vimeo.com/356636533>

### Appendix 3 - Overview of activities in 2021

Strategic objective 1: Prevent and combat gender stereotypes and sexism			
Activity	Entity	Timeframe	Current Status
1. Continue to develop the sexism campaign “Sexism: See it. Name it. Stop it.” to raise awareness of the sexism recommendation in the member states	GED + GEC	2021-2023	Ongoing
2. Define an approach for following on the implementation of the CM Recommendation on preventing and combating sexism	GED + GEC	2021-2023	Ongoing
3. Prepare a study on the role of men and boys in women’s rights and gender equality policies	GED + GEC	2021-2022	Ongoing
4. Contribute to the work of the Council of Europe in relation to internet governance and artificial intelligence from a gender equality perspective	GED + relevant sectors	2018-2023	Ongoing
5. Launching of the website on gender equality in Tunisia	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	July 2021	Completed
6. Preparation of a Tool Kit on promoting Gender Equality in Youth Work	Youth	2019-2022	In preparation
7. Publication of a toolkit on Gender Equality in Youth Work	Youth	2022	Ongoing
8. Webinar on “equal pay between women and men in Europe, a fundamental right to fulfil”	UWE	March 2021	Completed
9. Leadership dialogue on hate speech, racism and other types of discrimination at sports events	Sport Conventions Division	April 2021	Completed
10. Development and publication of the guide on <a href="#">“Preventing and combating sexism at local level in Georgia”</a>	Congress	September 2021	Completed
11. Online workshop on <a href="#">“Preventing and combating sexism at local level in Georgia”</a>	Congress	September 2021	Completed
12. E-course on “Gender Mainstreaming at Local Level in Georgia”	Congress	2022	Under preparation
13. Mapping of responses to hate speech in the Republic of Moldova, Ukraine, Armenia and Georgia, including responses to sexist hate speech and intersectional hate speech	Inclusion & Anti-discrimination	2020-2021	Completed (fin-2021)

14. The SOGI Unit will focus on the specific needs of LGBTI women with a view to an intersectional approach sex/gender within the LGBTI acronym. Moreover, the gender perspective is mainstreamed in SOGI Unit's work in relation to sexual orientation, gender identity or expression and sex characteristics	Inclusion & Anti-discrimination	2021-2022	Ongoing
15. Elaboration and revision of Key Recommended Actions for addressing intersectional discrimination	N/S Centre	May 2021	Completed
16. Training of journalists and media professionals on gender equality in the media, in collaboration with COPEAM	N/S Centre	March-July 2021	Completed
17. Design and development of a project on information inclusivity for fighting intersectional discrimination	N/S Centre	2022-2024	Proposed
<b>Strategic objective 2: Prevent and combat violence against women and domestic violence</b>			
<b>Activity</b>	<b>Entity</b>	<b>Timeframe</b>	<b>Current Status</b>
1. Events/activities to promote the signature, ratification and implementation of the Istanbul Convention, as well as awareness raising about the Convention in member and non-member states, regional and international partner organisations	GED + GEC + VaW	2018-2023	Ongoing
2. Armenia – Developing a baseline for the national action plan on combating domestic violence; awareness-raising activities to support public officials in the ratification efforts of the Istanbul Convention ; conducting training of public officials (social workers, police officers, journalists, etc.); small grants to NGOs	Capacity-building and co-operation projects Unit	2021-April 2022	Ongoing
3. Armenia – HELP online course on violence against women and domestic violence and various other training of public officials	Capacity-building and co-operation projects Unit	2018-2021	Completed
4. Georgia – Finalising a sexual violence manual together with UN Women and Equality Now; developing training programmes and guidelines; conducting training of social workers, investigators, prosecutors and judges; various awareness raising activities, including a video on the ratification process of the Istanbul Convention; research study on the administration of justice in domestic violence cases	Capacity-building and co-operation projects Unit	2020-2022	Ongoing

5.	Georgia – HELP online course on violence against women and domestic violence and various training of public officials and NGOs	Capacity-building and co-operation projects Unit	2018-2022	Ongoing
6.	Kosovo* - Launch of the research publication “Perpetrators Programmes”	Capacity-building and co-operation projects Unit	April 2021	Completed
7.	Republic of Moldova – Implementation of the project “Awareness-raising activities on the Istanbul Convention in the Republic of Moldova” in the context of ratification of the Istanbul Convention.	Capacity-building and co-operation projects Unit	2020-June 2021	Completed
8.	Russian Federation – Launch of the project “Taking action for the implementation of the Russian Federation national action strategy for women (2017-2022)”	Capacity-building and co-operation projects Unit	2021-2022	Under preparation
9.	Turkey – Implementation of the joint project “Fostering a Comprehensive Institutional Response to Violence Against Women in Turkey”	Capacity-building and co-operation projects Unit	2019-2021	Completed
10.	Turkey – An expert study/report on <a href="#">“Assessing and managing risks in cases of violence against women and domestic violence: Strengthening risk assessments, the risk management system and inter-agency co-ordination in Turkey”</a> was published in English and Turkish	Capacity-building and co-operation projects Unit	2021	Completed
11.	Turkey – Four key Council of Europe publications on data collection, risk assessment & management and multi-agency co-operation as well as a brochure and an infographic on the Istanbul Convention were translated into Turkish and disseminated	Capacity-building and co-operation projects Unit	2021	Completed
12.	Azerbaijan (PGGII) project “Raising awareness of the Istanbul Convention and other gender equality standards in Azerbaijan”	Capacity-building and co-operation projects Unit	2020-2022	Ongoing
13.	Azerbaijan (PGGII) – Gap analysis of policy and legislative frameworks of Azerbaijan in the field of VAW/DV in line with the Istanbul Convention	Capacity-building and co-operation projects Unit	2021-2022	Ongoing
14.	Azerbaijan (PGGII) – Development of a Twinning methodology in the field of VAW/DV and the Istanbul Convention	Capacity-building and co-operation projects Unit	2021-2022	Ongoing
15.	Azerbaijan (PGGII) – Awareness-raising campaign on VAW/DV and the Istanbul Convention, including a series of webinars on specific articles of the Istanbul Convention	Capacity-building and co-operation projects Unit	2021	Completed

16. Azerbaijan (PGII) – development of awareness raising materials, including video and infographics: “Myths and facts about the Istanbul Convention” and an explanatory brochure; brochure based on the website of the website of the 10th anniversary of the Istanbul Convention. In addition, translations of Council of Europe awareness raising materials and publications.	Capacity-building and co-operation projects Unit	2021-2022	Ongoing
17. EEA/Norway Grants: Expert advice and active involvement in the development and implementation of EEA/NG programmes and conferences in Bulgaria, Czech Republic, Lithuania, Romania and Slovakia (2/year per country); and meetings and conferences of the SYNERGY Network against Gender Based and Domestic Violence (16 European Union countries) (2-3/year)	Capacity-building and co-operation projects Unit	2018-2023	Ongoing
18. Strengthening the role of public prosecutors in the effective protection of women (violence against women in times of COVID 19 pandemic, child marriage, domestic work, digital violence), Rabat	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	March 2021	Completed
19. Preparatory meeting for the presentation of the annual activity report of the National commission for the protection of women victims of violence in Morocco (CNFV)	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	April 2021	Completed
20. Strengthening the role of public prosecutors in the effective protection of women (violence against Women in times of COVID 19 pandemic, child marriage, domestic work, digital violence), Tangier	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	March 2021	Completed
21. Strengthening the role of public prosecutors in the effective protection of women (violence against Women in times of COVID 19 pandemic, child marriage, domestic work, digital violence), Tangier	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	April 2021	Completed
22. Presentation of the annual activity report of the National commission for the protection of women victims of violence in Morocco (CNFV)	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	May 2021	Completed

23. Strengthening the role of public prosecutors in the effective protection of women (violence against Women in times of COVID 19 pandemic, child marriage, domestic work, digital violence), Marrakech – El Jadida	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	June 2021	Completed
24. Strengthening the role of public prosecutors in the effective protection of women (violence against Women in times of COVID 19 pandemic, child marriage, domestic work, digital violence), Marrakech – Fez	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	October 2021	Completed
25. Creation and launch of two spots and two brochures (one on Law 103.13 and the one on the work of the National commission for the protection of women victims of violence in Morocco	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	May 2021	Completed
26. Publication of a compendium entitled “Combating violence against women and domestic violence: compilation of legal summaries and decisions of the European court of human rights”	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	October 2021	Completed
27. Publication of a compendium of Moroccan and international jurisprudence on violence against women and domestic violence	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	November 2021	Completed
28. Publication of the Passport and Cards of Rights for women victims of violence in Morocco	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	December 2021	Completed
29. Visibility actions around the International Day of 8 March in Tunisia	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	March 2021	Completed
30. General evaluation of the situation on setting up the national referral mechanism for victims of violence against women in Tunisia	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	2021-2023	Ongoing

31. Preparation of paper on the Istanbul Convention - Article 4 - Fundamental rights, equality and non-discrimination	VAW	2021-2022	Ongoing
32. Preparation of paper on the Istanbul Convention - Article 14 - Education	VAW	2021-2022	Ongoing
33. Preparation of a report on “Strengthening the fight against so-called ‘honour’ crimes”	PACE	2020-2021	Completed
34. Preparation of a report on “Stopping harassment of women and men speaking out for the right to abort	PACE	2020-2022	Ongoing
35. Preparation of a draft recommendation on the reporting of violence against children, with special attention paid to the specific situation and needs of girls and boys	CRD/CDENF	2020-2022	Ongoing
36. Review of legislation, policies and practices provided in response to harmful sexual behaviour by children, with special attention paid to the specific situation and needs of girls and boys	CRD/CDENF	2020-2022	Ongoing
37. Desk research for gap analysis regarding legislation, policy and procedures on OCSEA in Armenia, Ukraine, Azerbaijan	CRD jointly with C-PROC	September 2019 – May 2021	Completed
38. Specialised training course on OCSEA and handling of electronic evidence specific to this criminal activity for the candidate prosecutors and judges of the Turkish Justice Academy	C-PROC jointly with CRD and iPROCEEDS-2	February 2021	Completed
39. Global Presentation of Training Module on OCSEA: Improving operational capacities to tackle online child sexual exploitation and abuse (OCSEA)	CRD jointly with C-PROC	June 2021	Completed
40. Global Webinar on Cyber-bullying: Trends, prevention strategies and the role of law enforcement	CRD jointly with C-PROC	March 2021	Completed
41. Pilot Training (online) on Online Child Sexual Abuse for Judges, Prosecutors, and the National Police in the Republic of Moldova 25-26 May 2021	CRD jointly with C-PROC	May 2021	Completed

42. Preparation and publication of the country's legal profiles on strengthening the capacities of criminal justice authorities on fighting against online child sexual exploitation	C-PROC (Octopus)	February-December 2021	Completed
43. Organisation (including preparation) of the workshops on legislation and judicial training for Asian countries on strengthening the capacities of criminal justice authorities on fighting against online child sexual exploitation	C-PROC (Octopus)	September 2021	Completed
44. Adapting Child-Friendly Justice HELP course for the National Police in Ukraine	CRD	2021	Completed

45. Development of Guidelines for the implementation of the GD 270 on approval of the Instructions on the inter-agency co-operation mechanism for the identification, assessment, referral, assistance and monitoring of child victims and potential victims of violence, neglect, exploitation and trafficking for the Republic of Moldova	CRD	May - October 2021	Completed
46. Developing methodological recommendations on monitoring the right of children to protection from violence and abuse in Ukraine	CRD	2021	Completed
47. Legal analysis on operation of Barnahus in Ukraine with recommendations to address gaps and legal obstacles.	CRD	2021	Completed
48. Multiple grants awarded in Ukraine and Republic of Moldova for awareness raising campaigns on sexual abuse against children	CRD	2021	Completed
49. Methodological guidelines on forensic interviewing of children in Ukraine	CRD	September 2021	Completed
50. HELP course on child-friendly justice implemented with the Lawyer's Union in Moldova	CRD	June 2021	Completed
51. HELP course on Family Law and Human Rights implemented in Moldova judges, prosecutors and representatives of the Ministry of Justice	CRD	June 2021	Completed
52. Workshops/training sessions x 3 at local level to strengthen the interagency co-operation	CRD	June-July 2021	Completed



53. Kiko and the Hand Training of Trainers for educators and teachers in Ukraine, on means to identify and report sexual abuse in children	CRD	September 2021	Completed
54. Kiko and The Hand Training for educators in Republic of Moldova, on means to identify and report sexual abuse in children	CRD	September 2021	Completed
55. Study Analysis of the Justice System for Children in Conflict with the Law in Ukraine	CRD	August - November 2021	Completed
56. Adapting Family Law HELP course for legal professionals in Ukraine	CRD	May - October 2021	Completed
57. Conceptual Paper on examination of new trends and challenges to social cohesion particularly in the light of the Covid-19 pandemic.	PECS	July 2021	Completed
58. Grants to 8 CSO working on the protection of victims of Gender-based violence in the Southern Mediterranean	N/S Centre	October 2020 - March 2022	Ongoing
59. Training course of CSO working on protection of victims in the Southern Mediterranean on the Istanbul Convention and regional legal standards for women protection	N/S Centre	July-September 2021	Completed

<b>Strategic objective 3: Ensure the equal access of women to justice</b>			
<b>Activity</b>	<b>Entity</b>	<b>Timeframe</b>	<b>Current Status</b>
1. Undertake activities to address multiple and intersectional forms of discrimination affecting women as regards their access to justice	GED + other sectors	2018-2023	Ongoing
2. Organise an international conference on women's access to justice and the status of Istanbul Convention ratifications in the Eastern Partnership (PGG II WAJ project)	Capacity-building and co-operation projects Unit	October 2021	Completed
3. Develop and implement a Mentoring Programme for Legal Professionals on Women's Access to Justice -2 generations (PGG II WAJ)	Capacity-building and co-operation projects Unit	October 2019- August 2022	Ongoing
4. Norway Grants (16 European Union countries): kick-off and implementation of Access to Justice for Women course for the SYNERGY Network against Gender based and domestic violence	Capacity-building and co-operation projects Unit	August 2021	Completed

5. Organise a round table and a report on the framework for measuring women's access to justice in the Eastern Partnership region (PGG II WAJ)	Capacity-building and co-operation projects Unit	April 2020 March 2021	Completed
6. Azerbaijan (PGGII) – national adaptation and launch of the HELP course on VAW/DV with judges, prosecutors and lawyers	Capacity-building and co-operation projects Unit	October 2020-June 2021	Completed
7. Conducting national training courses for legal aid lawyers on women's access to justice (PGG II WAJ)	Capacity-building and co-operation projects Unit	2020-2021	Completed
8. Regional launch of the HELP course on Access to Justice for Women in the Eastern Partnership region, online (PGG II WAJ)	Capacity-building and co-operation projects Unit	June 2021	Completed

9. Turkey- launch of the joint project on "Fostering Women's Access to Justice in Turkey" (HF II)	Capacity-building and co-operation projects Unit	October 2021- December 2022	Ongoing
10. Preparation of a report on "Justice and security for women in peace reconciliation"	PACE	2020-2022	Ongoing
11. Implementation of JUSTROM3 joint Council of Europe/EC programme on Roma women's access to justice in Bulgaria, Greece, Italy and Romania	Roma and Travellers Team	September 2019- February 2022	Ongoing
12. Third consultation meeting with Roma and Traveller Women activists and civil society for the finalisation of the programme of the 8th International Roma Women's Conference	Roma and Travellers Team	July 2021	Completed
13. 8th International Roma Women's Conference "Social Protection of Roma and Traveller women in times of crisis", Strasbourg, France, 24-26 November 2021	Roma and Travellers Team	November 2021	Completed
14. Training on legal standards for CSO and increased knowledge on access to justice for women in EMEA region	N/S Centre	July- September 2021	Completed

**Strategic objective 4: Achieve a balanced participation of women and men in political and public decision-making**

Activity	Entity	Timeframe	Current Status
1. Continue co-operation with relevant departments to integrate gender equality in electoral processes	GED + GEC + relevant sectors	2018-2023	Ongoing
2. Conduct a study on gender equality in constitutions	VC	2018-2023	Ongoing

3.	Preparation of a report on “Enhancing participation of women from vulnerable groups in political and public decision-making”	PACE	2020-2021	Completed
4.	Follow-up to the implementation of the 30% quota for the underrepresented gender by Congress delegations	Congress	2018-2023	Ongoing
5.	Inclusion of gender indicators in the development of a specifically tailored methodology for the <a href="#">Citizens’ Assembly in Mostar</a> , Bosnia and Herzegovina.	Congress	July 2021	Completed
6.	Accompanying newly elected women at the communal, prefectural/provincial, and regional levels in Morocco: training and networking at the national and MENA levels.	Congress	December 2021 and February 2022	Completed Ongoing
7.	Roma political schools 2021 in Albania, Greece, Kosovo*, Portugal, Spain, Ukraine – Gender parity is ensured in all the training sessions with modules geared specifically towards Roma women	Roma and Travellers Team	2021	Completed
8.	Study and Policy Advice on Participation of Women in Political Life at Local Level in Greece	Centre of Expertise for Good Governance	September 2020 – May 2021	Completed
9.	Strengthening opportunities for participation of women in policy and governance processes in Armenia and an inclusive approach to youth, marginalised or disadvantaged groups (also with a view to attaining (SDG Goal 5 and objective 17 of EU GAP II)	Centre of Expertise for Good Governance	2019-2022	Ongoing
10.	Preparation of a CEPEJ tool aiming at “Ensuring the diversity in the recruitment and promotion of judges”	CEPEJ	2020-2022	Ongoing
11.	Revision of the questions of the CEPEJ evaluation cycle concerning gender, with a view to enriching the Evaluation Report on Judicial Systems to be published in October 2022 on these issues.	CEPEJ	2021-2022	Ongoing
12.	Inclusion of indicators concerning gender issues as regards justice professionals in the CEPEJ various evaluation tools on European judicial systems	CEPEJ	2018-2022	Ongoing
13.	Adoption by the Committee of Ministers of a <a href="#">Declaration</a> on equal pay and equal opportunities for women and men in employment	Sec CM	March 2021	Completed

14. Monitoring of equal pay and equal opportunities under the reporting procedure conducted by the <a href="#">ECSR in 2020</a> . The follow-up to the ECSR conclusions is being considered by the Governmental Committee of the European Social Charter and the European Code of Social Security. The proposals will be transmitted to the Committee of Ministers	ECSR	2021-2022	Ongoing
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<b>Strategic objective 5: Protect the rights of migrant, refugee and asylum-seeking women and girls</b>			
<b>Activity</b>	<b>Entity</b>	<b>Timeframe</b>	<b>Current Status</b>
1. Gather information and data on the situation of migrant, refugee and asylum-seeking women and girls	GED + GEC	2019-2021	Completed
2. Promote the integration of a gender equality and women's rights perspective in relevant Council of Europe policies and activities related to migration, integration and asylum	GED + relevant sectors	2018-2023	Ongoing
3. Prepare a draft Committee of Ministers Recommendation on migrant and refugee women and girls	GED + GEC-MIG + GEC	2020-2022	Ongoing
4. Armenia: Small grants to NGOs will target the empowerment of women, including women victims of violence and migrant and refugee women	Capacity-building and co-operation projects Unit	2021	Completed
5. Statement on Covid-19 and vaccines: ensuring equitable access to vaccination during the current and future pandemics	DH-BIO	2021	Completed
6. Guidance on ensuring equitable access to healthcare resources in a context of scarcity	DH-BIO	2021-2022	Ongoing

Strategic objective 6: Achieve gender mainstreaming in all policies and measures			
Activity	Entity	Timeframe	Current Status
1. Organise and carry out training of Gender Equality Rapporteurs	GED	2018 2019 2020 2021	Completed Completed Completed Completed
2. Organise and carry out regular exchanges of views between Gender Equality Rapporteurs and the Gender Equality Commission	GED + GEC	2018-2023	Ongoing
3. Continue regular exchanges of views between sectors of the Council of Europe carrying out gender mainstreaming and the Gender Equality Commission	GED + GEC and relevant sectors, including Youth	2018-2023	Ongoing
4. Regularly update the dedicated website on gender mainstreaming to give visibility to activities and work on gender mainstreaming carried out by members states and relevant sectors of the Council of Europe	GED	2018-2023	Ongoing
5. Organise regular meetings of the Gender Mainstreaming Team	GED + GMT	2018 2019 2020 2021	Achieved x 2 Achieved x 1 Achieved x 2 Achieved x 1
6. Produce and disseminate tools to facilitate gender mainstreaming within and beyond the Organisation, such as videos, toolkits and manuals	GED + relevant sectors, including Youth	2018-2023	Ongoing
7. Armenia - Technical advice for the Ministry of Education in Armenia on mainstreaming gender perspective in school curricula and materials for primary and secondary schools	Capacity-building and co-operation projects Unit	2020-2021	Completed
8. Georgia: Gender mainstreaming in-service training programme of judges in co-operation with the High School of Justice	Capacity-building and co-operation projects Unit	2021-2022	Ongoing
9. Gender equality as a transversal theme in the new Strategic Action Plan on Human Rights and Technologies in Biomedicine 2020-2025	DH-BIO Capacity building	2020-2025	Ongoing
10. Preparation of a report on “The fight for a level-playing field – ending discrimination against women in the world of sport”	PACE	2020-2022	Ongoing
11. Preparation of a report on “ <a href="#">Gender aspects and human rights implications of pornography</a> ”	PACE	2020-2021	Completed

12. GRECO's 5th round evaluations include a gender dimension and, as appropriate, gender-based recommendations to member states	GRECO	2018-2023	Ongoing
13. Update of a factsheet on the work of the Congress on women's rights and equality between men and women gender equality	Congress	2018-2023	Ongoing
14. Publication of the Study Empowerment of Roma and Traveller Women: A change under construction - Towards a Roadmap for Advancing Gender Equality of Roma and Traveller Women in Council of Europe member States	Roma and Travellers Team	September 2021	Completed
15. European Youth Foundation – support for activities – gender mainstreaming is a precondition for receiving grants	Youth	2018-2023	Ongoing
16. Study session - A Gendered Approach to Youth Homelessness - in co-operation with FEANTSA Youth	Youth	November 2021	Completed
17. Implementing a gender approach in different drug policy areas: from prevention, care and treatment services to law enforcement and the criminal justice system: elaboration of a handbook	Pompidou Group	2020-2022	Ongoing
18. Project by Lebanon on identification of needs of women with substance use disorders	Pompidou Group MedNET	2020-2022	Ongoing
19. Project by Tunisia on gender drug use prevention and care among adolescents	Pompidou Group MedNET	2020-2022	Ongoing
20. Project in Egypt on a model of care for patients with dual diagnosis	Pompidou Group MedNET	2020-2021	Completed
21. Courses in addictology taking into account the gender dimension in the faculties of Medicine of Tunis (Tunisia) and Rabat, Casablanca and Marrakech (Morocco)	Pompidou Group MedNET	2020-2021	Completed
22. European Heritage Days cross-frontier project "Heritage, Women's legacy" on recognising/reinforcing women's contribution to heritage (in line with the inclusive heritage theme of 2021).	DGII - DDP	To June 2021	Completed

23. European Heritage Days cross-frontier project “Our Queer Cultural Heritage” on LGBT and heritage (in line with the inclusive heritage theme of 2021).	DGII - DDP	To June 2021	Completed
24. The EHD 2021 theme of inclusive heritage is also attracting special editions devoted to women’s role in heritage, for example in Belgium, France and Monaco.	DGII - DDP	2021	Completed
25. Ensure gender perspective in the draft Committee of Ministers recommendation on a multi-level policy framework for migrant integration prepared by the Working Group on Intercultural Integration (GT-ADI-INT) under the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI)	Inclusion & Anti-discrimination	2020-2021	Completed
26. Ensure gender perspective in the draft Committee of Ministers recommendation on comprehensive approach to combating hate speech within a human rights framework prepared by the Committee of Experts on Combating Hate Speech (ADI/MSI-DIS)	Inclusion & Anti-discrimination	2020-2021	December 2021
27. Revision/assessment of the gender and diversity sensitive disaggregated data collection systems on discrimination, hate crime and hate speech existing in the Eastern Partnership countries (in particular Armenia, Moldova, Ukraine and Georgia)	Inclusion & Anti-discrimination	2019-2022	Ongoing
28. Gender mainstreaming in country visits, opinions and events of the 5th monitoring cycle of the Framework Convention for the Protection of National Minorities.	FCNM	2019-2023	Ongoing
29. Gender equality included in training for mayors and senior local officials in technical assistance projects in Lithuania (Council of Europe Centre of Expertise for Good Governance toolkits on Civil Participation in Decision-Making and Leadership Academy Programme), Slovakia (Leadership Academy Programme), Greece (Leadership Academy Programme).	Centre of Expertise for Good Governance	2020-2021	Completed
30. Gender equality included in training for mayors and senior local officials in the technical assistance project in Ukraine (training programmes “Gender equality policy in public authorities” and “Gender mainstreaming in local policies, plans and budgets”; Leadership Academy Programme).	Centre of Expertise for Good Governance	2020-2022	Ongoing

31. Gender mainstreamed through multiple activities (trainings, round tables, conferences) in the project in Serbia. The office of the Commissionaire for Protection of Equality is represented in the Project's Steering Committee.	Centre of Expertise for Good Governance	December 2018 – June 2022	Ongoing
32. Inclusion of gender equality issues among the topics of the 5th Local Self-Government Forum on “Efficient Local Government as a Background of Democratic and Rule-of-Law State”, and among specific questions in 3 different opinion polls in Ukraine	Centre of Expertise for Good Governance	December 2020 - October 2021	Completed
33. Emphasis on gender mainstreaming and gender impact assessment in relation to competences that are to be decentralised to amalgamated communities under the Decentralisation Roadmap in Armenia	Centre of Expertise for Good Governance	2019-2021	Completed
34. Development of a specific module on equal participation of women and men in political decision making for e-learning course of the 12 Principles of Good Democratic Governance	Centre of Expertise for Good Governance	2020-2021	Completed
35. Dedicated chapter on gender equality in the “Upgraded Technical-Economic Study in the field of civil protection and emergency sheltering in Greece”	Centre of Expertise for Good Governance	May 2020 – February 2021	Completed
36. Ensure gender perspective in the <a href="#">Guidelines of the Committee of Ministers of the Council of Europe on upholding equality and protecting against discrimination and hate during the Covid-19 pandemic and similar crises in the future</a>	CDADI	2020-2021	Completed
37. Gender mainstreaming systematically included and to be considered in drafting guidelines and recommendations as well as in activities by the Centre of Expertise of Good Governance in member States	CDDG	2018-2023	Ongoing
38. Gender perspective systematically included and intersectional discrimination to be considered in drafting country monitoring reports and general policy recommendations	ECRI	2018-2023	Ongoing
39. Staff training on intersectionality and gender mainstreaming	N/S Centre	April 2021	Completed



40. Training of NSC staff and campaigning partners on applying intersectionality to campaign and project management	N/S Centre	September 2021	Completed
41. Two seconded Regional Gender Advisors deployed to Kyiv and Pristina office, covering Eastern Partnerships and South-Eastern Europe	ODGP	2018-2023	Ongoing
42. Gender analysis and gender impact assessment within the theme of ensuring justice in HFII Actions in Albania, BiH, Montenegro, Serbia, North Macedonia and Kosovo*	ODGP+DGI	2019-2022	Ongoing
43. Gender analysis and gender impact assessment within the theme of promoting anti-discrimination and protection of the rights of vulnerable groups in HFII Actions in Serbia, BiH, NM	ODGP+DGII	2019-2022	Ongoing
44. Translation of the selected sections of the Gender Mainstreaming Toolkit for Co-operation Projects into French	ODGP	2021	Completed
45. Development of Country Gender Equality Profiles for the Council of Europe field offices	ODGP	2019-2023	Ongoing
46. Development and operationalisation of Gender Focal Point network in the Council of Europe field offices and information sharing platform for the Focal Points on SharePoint	ODGP	2020-2021	Completed
47. Training for Strasbourg-based staff in gender mainstreaming in co-operation	ODGP+DHR	2021	Completed
48. Training in gender mainstreaming in co-operation for staff in external offices: Ankara, Tirana, Skopje, Podgorica, Pristina, Sarajevo, Morocco, Moldova, Georgia, Armenia, Azerbaijan, Ukraine.	ODGP+DHR	2019-2021	Completed
49. Development of gender sensitive communication guidance for co-operation projects in Ukrainian	ODGP	2021	Completed

**Abbreviations:**

<b>ACFC</b>	Advisory Committee on the Framework Convention for the Protection of National Minorities
<b>CDADI</b>	Steering Committee on Anti-discrimination, Diversity and Inclusion
<b>CDENF</b>	Steering Committee for the Rights of the Child
<b>CEPEJ</b>	European Commission for the Efficiency of Justice
<b>C-PROC</b>	Cybercrime Programme Office
<b>CRD</b>	Children's Rights Division
<b>DDP</b>	Directorate of Democratic Participation
<b>DGI</b>	Directorate General of Human Rights and Rule of Law
<b>DGII</b>	Directorate General of Democracy
<b>DH-BIO</b>	Committee on Bioethics
<b>DHR</b>	Directorate of Human Resources
<b>ECRI</b>	European Commission against Racism and Intolerance
<b>ECSR</b>	European Committee of Social Rights
<b>FCNM</b>	Framework Convention for the Protection of National Minorities
<b>GEC</b>	Gender Equality Commission
<b>GED</b>	Unit for the Transversal Programme on Gender Equality
<b>GER</b>	Gender Equality Rapporteur
<b>GMT</b>	Gender Mainstreaming Team
<b>GRECO</b>	Group of States against Corruption
<b>HELP</b>	European Programme for Human Rights Education for Legal Professionals
<b>MedNET</b>	Mediterranean network for co-operation on drugs and addictions of the Pompidou Group
<b>N/S Centre</b>	European Centre for Global Interdependence and Solidarity of the Council of Europe
<b>ODGP</b>	Office of the Directorate General of Programming
<b>PACE</b>	Parliamentary Assembly of the Council of Europe
<b>PECS</b>	European Social Cohesion Platform
<b>Pompidou Group</b>	Council of Europe International Co-operation Group on Drugs and Addictions
<b>UWE</b>	University Women of Europe
<b>VaW</b>	Violence against Women Division
<b>VC</b>	Venice Commission